

May 9, 2011

VIA COURIER

Mr. Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, D.C. 20554

Re: **WXXA-TV, Albany, New York (11970)**
Response to 2011 Audit Inquiry Letter

Dear Mr. Pulley:

Newport Television License LLC, licensee of television station WXXA-TV, Albany, New York (“WXXA” or the “Station”), hereby responds to your letter dated as of March 29, 2011, indicating that the Station was randomly selected for an EEO audit. The licensee is a subsidiary of group owner Newport Television LLC (“Newport”).

The responses, which are provided in the order of the requests in Section 3 of your letter, were prepared under the supervision of General Manager and EEO Officer Bill Sally, with the assistance of the Station’s EEO Coordinator Paul Pelliccia and Newport’s Northeast Regional Hub Human Resources Manager Anne Johnson. Newport provides human resources and certain other administrative services to the employment unit through its regional hub and Kansas City corporate headquarters.

- 3(a) Copies of the Unit’s two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit’s most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided.**

The license renewal application filing anniversary date for WXXA is February 1. Exhibit A, therefore, attaches the EEO Public File Reports for the periods February 1, 2009 to January 31, 2010 and February 1, 2010 to January 31, 2011. The cover sheets supplied in Exhibit B identify the dates of each full-time hire covered by the reports. The

Mr. Lewis Pulley
WXXA-TV, Albany, NY (11970)
May 9, 2011
Page 2

Station maintains a website at <http://www.fox23news.com> and the most recent EEO Public File Report is posted on the website at <http://www.fox23news.com/sites/wxxa/content/eoo/EEO%20Public%20File%202010.pdf>.

- 3(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).**

During the two-year reporting period covered by the two most recent EEO Public File Reports, the Station hired 16 full-time employees. Exhibit B includes a cover sheet for each of those openings which identifies the position, the number of interviewees for each opening and referral source for each interviewee and hiree, followed by copies of mailing labels, advertisements, bulletins, letters, faxes, e-mails and other communications or records reflecting announcement of the open position. The organizations that had requested job opening notifications are denoted in Section II of each EEO Public File Report.

- 3(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.**

Exhibit B includes documentation for each full-time position filled during the two-year reporting period indicating the number of interviewees and referral source for each interviewee for that position.

- 3(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3).**

Exhibit C includes a cover sheet noting the supplemental outreach initiatives undertaken by WXXA between February 1, 2009 and January 31, 2011, followed by

documentation which reflects the date, personnel involved, and performance of each initiative.

The Station presently has 72 full-time employees. WXXA is not located in a "smaller market," as defined in Section 73.2080 of the FCC's rules, and, thus, the Station is required to perform four supplemental initiatives over the course of the two-year period covered by these reports.

- 3(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.**

Newport acquired WXXA effective March 14, 2008. The Station has not received or resolved any employment discrimination complaints since Newport's acquisition of the Station.

- 3(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.**

General Manager Bill Sally, who oversees the implementation of the EEO efforts and policies of the employment unit, is responsible for ensuring that the unit provides equal employment opportunity in all employment decisions. EEO Coordinator Paul Pelliccia and News Director Gary LaPlante, play an active role in ensuring that the unit effectively implements its recruitment and related programs as an equal opportunity employer. Employees in Department Head and Supervisor level positions are responsible for understanding, communicating, observing and implementing the employment unit's EEO policy in all employment related matters so as to prevent discrimination and to provide equal employment opportunities to employees as well as applicants under consideration for positions at the employment unit.

Mr. Lewis Pulley
WXXA-TV, Albany, NY (11970)
May 9, 2011
Page 4

Once the General Manager authorizes recruitment for a job opening, News Director Gary LaPlante is responsible for initiating a job vacancy form used to collect key information for the job opening under the FCC's EEO requirements and transmitting notification of the vacancy to a wide array of recruitment sources designed to reach all segments of the community, including women and minorities. The EEO Coordinator supervises the recordkeeping for all job postings and collects as well as maintains records pertaining to all interviewees and their referral sources. If any of the relevant Station management has a question about compliance with applicable EEO policies and procedures, the manager may contact Regional Hub HR Manager Anne Johnson at any point during the process. A Human Resources Manager at corporate headquarters also is available to answer any questions and to further review paperwork to ensure the Station adheres to EEO policies.

The Station provides notice to applicants of its basic EEO policy commitment on employment applications, on website postings and other publications of job notices. After employment begins, each employee is required to review Newport's Employee Handbook, which includes key company policies, including those on equal employment opportunity and sexual harassment. Each new hire signs a certification that the employee has read, understands and accepted the policies. The Station conspicuously posts on Station bulletin boards notice to employees of key employment rights, including instructions about how to submit a discrimination or sexual harassment claim. The Station receives assistance, as needed, from outside counsel and periodically participates in training such as the September 2010 Webinar entitled, "What Every Employee Needs to Know - Respect in the Workplace" reflected in Exhibit C. Documentation is maintained to ensure that each participating employee understands and accepts nondiscrimination in employment policies.

3(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The General Manager and EEO Coordinator assess the employment unit's recruitment efforts on an on-going and quarterly basis. The quarterly review covers, for example, recruitment activities, referral sources used, recordkeeping activities and supplemental outreach initiatives. Based on this assessment, the EEO Coordinator prepares a quarterly report on the Station's EEO efforts, which is submitted to Regional Hub HR Manager Anne Johnson and to the Controller of the Regional Hub in Syracuse. The quarterly reviews provide a regular opportunity to determine if there are areas in the recruitment and outreach process that may be made more effective. In addition, the unit's recruitment and EEO efforts are continually assessed throughout the year, as appropriate.

- 3(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.**

The employment unit strives to comply with all federal, state and/or local laws regarding pay, benefits, promotions and selection techniques to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. The employment unit, with guidance and assistance from the Regional Hub, Newport headquarters and outside counsel, are responsible for ensuring equal employment opportunity in all employment related decisions.

The General Manager and Department Heads of the employment unit, in conjunction with Regional Hub management and corporate Regional Vice President of Operations Michael DiPasquale, review compensation on a yearly basis in connection with the budget process. In addition, compensation levels are reviewed with regard to industry standards and trends and market and economic conditions. Also, the General Manager, in conjunction with the pertinent Department Head and Regional management, review promotion and salary decisions at the time of new hires and promotions. Moreover, Newport, through its corporate headquarters Human Resources Manager Phil Jones, handles pension and health plans on a company-wide basis.

The Station does not have an agreement with any labor union.

- 3(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.**

Mr. Lewis Pulley
WXXA-TV, Albany, NY (11970)
May 9, 2011
Page 6

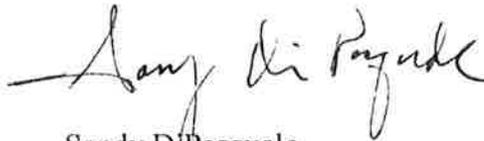
This request is not applicable.

* * *

If you have any questions about the materials provided, please do not hesitate to contact me.

I certify that the statements in this Response Letter are true, correct and complete to the best of my knowledge and belief, and are made in good faith.

Respectfully submitted,



Sandy DiPasquale
President

Attachments (Exhibits A-C)

EXHIBIT A
(May 2011)

RESPONSE TO 2011 FCC RANDOM EEO AUDIT
WXXA-TV, Albany, NY (11970)

Attached are the two most recent Annual EEO Public File Reports for the WXXA-TV employment unit, which reports together cover the 24-month period February 1, 2009 to January 31, 2011.

**A. Annual EEO Public File Report
(February 1, 2009 - January 31, 2010)**

WXXA-TV

EEO Public File Report February 1, 2009 – January 31, 2010

I. Vacancy List

See Section II, the “Master Recruitment Source List” (MRSL) for recruitment source data

Job Title	No. of Applicants Interviewed*	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Satellite Truck Operator	2	1-6, 10-11, 13-15, 17-26, 28-41	24
Sales Executive	6	1-6, 10-11, 13-15, 17-26, 28-41	24
News Photographer	4	1-6, 10-11, 13-15, 17-26, 28-41	25
Meteorologist	5	1-6, 10-11, 13-15, 17-26, 28-41	25
General Assignment Reporter	2	1-6, 10-11, 13-15, 17-26, 28-41	26
Master Control Operator	3	1-6, 10-11, 13-15, 17-26, 28-41	24
Master Control Operator	5	1-6, 10-11, 13-15, 17-26, 28-41	24

* This column revised May 2011 to correct clerical errors.

WXXA-TV

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	HVCC/Placement Office Attn: Mark Schmledeshoff 80 Vandenberg Ave., Troy, NY 12180 (518) 629-7326	Y	0
2	WERC Woman's Employment & Resource Center Attn: Marj Adams 175 Central Ave., Albany, NY 12206 (518) 462-7600 ext. 187	Y	0
3	College of St. Rose Attn: Mary Alice Molgard 432 Western Ave., Albany, NY 12203 (518) 454-5446	Y	0
4	New School of Television and Radio Attn: Tom Brownlee 50 Colvin Ave., Albany, NY 12206 (518) 438-7682	Y	0
5	YWCA Attn: Theresa Plakovic 44 Washington Ave., Schenectady, NY 12305 (518) 374-3394	Y	0
6	NYS Broadcasters Association 1805 Western Ave., Albany, NY (518) 456-8888 - nysba.com	Y	0
7	Times Union Newspaper 645 Albany Shaker Rd., Albany, NY 12205 (518) 454-5454	N	0
8	Gazette Newspaper Schenectady, NY 12307 (518) 374-4141	N	0
9	The Saratogian Newspaper Saratoga, NY 12866 (518) 581-8438	N	0
10	County of Albany - Affirmative Action Attn: Kai Earle 112 State St. Suite 670 Albany, NY 12207 (518) 447-5510	Y	0
11	Northeast Career Planning 1700 6 th Ave. Troy, NY 12180 (518) 273-0818	Y	0
12	DeVry University Attn: John Karras 1 Tower Lane Oakbrook, IL 60181 jkarras@keller.edu	N	0

13	Dept. of Administrative Services Attn: Viola MacDonald City Hall, Room 301 Albany, NY 12202 (518) 427-4300	Y	0
14	Albany Public Library - Job Center 161 Washington Ave. Albany, NY 12202 (518) 427-4300	Y	0
15	One Hundred Black Men Attn: Solomon Jenkins 388 Clinton Ave. Albany, NY 12206 (518) 869-7199	Y	0
16	SCCC Job Placement 78 Washington Ave. Schenectady, NY 12305	N	0
17	Skidmore College, Career Services Attn: Michael Profita 815 North Broadway, Saratoga Springs, NY 12866 (518) 580-5790	Y	0
18	Sienna College, Career Center 203 Foy Hall, 515 Loudon Rd. Loudonville, NY 12211 (518) 783-2307	Y	0
19	Connecticut School of Broadcasting Attn: Kevin Foley 377 Route 17, Hasbrouck Heights, NJ 07604 (201) 288-5800	Y	0
20	MCTAP/NAACP Attn: Lorena Miller 955 State Street, Albany, NY 12304	Y	0
21	Emma L. Bowen Foundation 524 West 57 th Street, New York, NY 10019	Y	0
22	Communication Arts Department-SUNY/Ontario Attn: Neil Cunningham Rayne Parkway, Ontario, NY 13820 (607) 436-3052	Y	0
23	Tvjobs.com	N	5
24	Fox23news.com	N	9
25	Word-of-Mouth Referral	N	11
26	Internal Transfer/Promotion	N	1
27	Position Consolidated (Current Employee Assumed Duties of Advertised Vacancy)	N	1
28	Brandeis University 415 South Street Waltham, MA 02453	Y	0
29	California Chicano News Media Association 300 South Grand Ave., Suite 3950 Los Angeles, CA 90071	Y	0

30	Howard University 2400 Sixth St. NW Washington, DC 20059	Y	0
31	ITT Technical Institute 13 Airline Drive Albany, NY 12205	Y	0
32	Medialine Box 51909 Pacific Grove, CA 93950	Y	0
33	National Association of Broadcasters 1771 N. Street NW Washington, DC 20036	Y	0
34	National Association of Hispanic Broadcasters 529 14 th St. NW Washington, DC 20045	Y	0
35	SUNY Plattsburgh 101 Broad Street Plattsburgh, NY 12901	Y	0
36	Sage College 45 Ferry St. Troy, NY 12180	Y	0
37	South Asian Journalists Association 2950 Broadway New York, NY 10027	Y	0
38	Syracuse University Syracuse, NY 13244	Y	0
39	SUNY Albany 1400 Washington Ave. Albany, NY 12222	Y	0
40	Television Bureau of Advertising 3 East 54 th Street New York, NY 10022	Y	0
41	Union College 807 Union Street Schenectady, NY 12308	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

WXXA-TV

III. Supplemental Outreach Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Internship Program	FOX23 strives to educate students about jobs in broadcasting thru hands on Internship programs. Students work in various departments using professional equipment and learning all about News operations and how a TV station, in general, operates. Students earn college credit and are evaluated on their participation and work ethic. During 2009, FOX23 had 15 Interns working at the station. In News there were 4 from New School, 3 from the University at Albany and 1 each from St Rose, Roberts Wesleyan College and Fulton Montgomery Community College. In Sports there were 2 from New School, 2 from the University at Albany and 1 from Marist College.
2	Internet Programs Designed to Promote Outreach Generally	Job vacancies are posted to College of St. Rose HVCC/Placement Office, Skidmore College - Career Services, Siena College - Career Center, Connecticut School of Broadcasting, SUNY Plattsburgh, Syracuse University, SUNY Albany and Union College. These sources provide extensive job-hunting advice and background information in addition to individual job listings.
3	Listed Job Opening with job banks	Listed each opening in the following job banks for media groups whose membership includes substantial participation of woman and minorities. NYS Broadcasters Association, National Association of Broadcasters, National Association of Hispanic Broadcasters, California Chicano News Media Association

4	Career Fair	On April 16, 2009, FOX23 attended the New York State Department of Labor -Martin Luther King Job Fair at the Convention Center in downtown Albany, NY. Resumes were collected from potential candidates and information on current job openings and internships was offered,
5	Participated in Program Sponsored by Educational Institution	Students from the New School of Radio & Television are given a tour of the station near the end of each semester..
6	Participated in Program Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting (Job Shadow)	<p>WXXA-TV participates in job shadow Work experience:</p> <ul style="list-style-type: none"> a) On May 14, 2009, the production department hosted one student from Farnsworth Middle School in Guilderland, NY mentored by Producer/Director Gene Lemme. b) On June 17, 2009, the production department hosted one student from Plattsburgh State University mentored by Producer/Director Joe Walsh.
7	Participated in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 24, 2009, FOX23 Sports Director Rich Becker was the keynote speaker for the Chatham Middle School Career Day
8	Teaching	FOX23 Interactive Media Director Matt Twardy teaches a course in TV at Adirondack Community College.
9	EEO Announcements	WXXA ran a schedule of on-air announcements as an equal opportunity employer as required by the FCC and Newport Television.

**B. Annual EEO Public File Report
(February 1, 2010 - January 31, 2011)**

WXXA-TV

**EEO Public File Report
(February 1, 2010 - January 31, 2011)**

EEO Public File Report

I. Vacancy List

Job Title	No. of Applicants Interviewed	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	13	1-6, 10-11, 13-15, 17-26, 28-42	26
Newscast/Web Producer	6	1-6, 10-11, 13-15, 17-26, 28-41	23
Newscast/Web Producer	6	1-6, 10-11, 13-15, 17-26, 28-41	25
General Assignment Reporter	6	1-6, 10-11, 13-15, 17-26, 28-41	23
General Assignment Reporter	6	1-6, 10-11, 13-15, 17-26, 28-41	24
Newscast Director	6	1-6, 10-11, 13-15, 17-26, 28-41	23
Account Executive	13	1-6, 10-11, 13-15, 17-26, 28-42	25
News Photographer	5	1-6, 10-11, 13-15, 17-26, 28-41	26
News Photographer	5	1-6, 10-11, 13-15, 17-26, 28-41	25
Meteorologist	3	1-6, 10-11, 13-15, 17-26, 28-41	26

WXXA-TV
 II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	HVCC/Placement Office Attn: Mark Schmiedeshoff 80 Vandenburg Ave., Troy, NY 12180 (518) 629-7326	Y	0
2	WERC Woman's Employment & Resource Center Attn: Marj Adams 175 Central Ave., Albany, NY 12206 (518) 462-7600 ext. 187	Y	0
3	College of St. Rose Attn: Mary Alice Molgard 432 Western Ave., Albany, NY 12203 (518) 454-5446	Y	0
4	New School of Television and Radio Attn: Tom Brownlee 50 Colvin Ave., Albany, NY 12206 (518) 438-7682	Y	0
5	YWCA Attn: Theresa Plakovic 44 Washington Ave., Schenectady, NY 12305 (518) 374-3394	Y	0
6	NYS Broadcasters Association 1805 Western Ave., Albany, NY (518) 456-8888 nysba.com	Y	0
7	Times Union Newspaper 645 Albany Shaker Rd., Albany, NY 12205 (518) 454-5454	N	0
8	Gazette Newspaper Schenectady, NY 12307 (518) 374-4141	N	0
9	The Saratogian Newspaper Saratoga, NY 12866 (518) 581-8438	N	0
10	County of Albany – Affirmative Action Attn: Kai Earle 112 State St. Suite 670 Albany, NY 12207 (518) 447-5510	Y	0
11	Northeast Career Planning 1700 6 th Ave. Troy, NY 12180 (518) 273-0818	Y	0
12	DeVry University Attn: John Karras 1 Tower Lane Oakbrook, IL 60181 jkarras@keller.edu	N	0
13	Dept. of Administrative Services Attn: Viola MacDonald City Hall, Room 301 Albany, NY 12202 (518) 427-4300	Y	0

14	Albany Public Library – Job Center 161 Washington Ave. Albany, NY 12202 (518)427-4300	Y	0
15	One Hundred Black Men Attn: Solomon Jenkins 388 Clinton Ave. Albany, NY 12206 (518)869-7199	Y	0
16	SCCC Job Placement 78 Washington Ave. Schenectady, NY 12305	N	0
17	Skidmore College, Career Services Attn: Michael Profita 815 North Broadway, Saratoga Springs, NY 12866 (518)580-5790	Y	0
18	Siena College, Career Center 203 Foy Hall, 515 Loudon Rd. Loudonville, NY 12211 (518)783-2307	Y	0
19	Connecticut School of Broadcasting Attn: Kevin Foley 377 Route 17, Hasbrouck Heights, NJ 07604 (201)288-5800	Y	0
20	MCTAP/NAACP Attn: Lorena Miller 955 State Street, Albany, NY 12304	Y	0
21	Emma L. Bowen Foundation 524 West 57 th Street, New York, NY 10019	Y	0
22	Communication Arts Department-SUNY/Oneonta Attn: Neil Cunningham Ravine Parkway, Oneonta, NY 13820 (607)436-3052	Y	0
23	Tvjobs.com	N	14
24	Fox23news.com	N	19
25	Word-of-Mouth Referral	N	23
26	Internal Transfer/Promotion	N	4
27	Position Consolidated (Current Employee Assumed Duties of Advertised Vacancy)	N	0
28	Brandeis University 415 South Street Waltham, MA 02453	Y	0
29	California Chicano News Media Association 300 South Grand Ave., Suite 3950 Los Angeles, CA 90071	Y	0
30	Howard University 2400 Sixth St. NW Washington, DC 20059	Y	0
31	ITT Technical Institute 13 Airline Drive Albany, NY 12205	Y	0
32	Medialine Box 51909 Pacific Grove, CA 93950	Y	1

33	National Association of Broadcasters 1771 N. Street NW Washington, DC 20036	Y	0
34	National Association of Hispanic Broadcasters 529 14 th St. NW Washington, DC 20045	Y	0
35	SUNY Plattsburgh 101 Broad Street Plattsburgh, NY 12901	Y	0
36	Sage College 45 Ferry St. Troy, NY 12180	Y	0
37	South Asian Journalists Association 2950 Broadway New York, NY 10027	Y	0
38	Syracuse University Syracuse, NY 13244	Y	0
39	SUNY Albany 1400 Washington Ave. Albany, NY 12222	Y	0
40	Television Bureau of Advertising 3 East 54 th Street New York, NY 10022	Y	0
41	Union College 807 Union Street Schenectady, NY 12308	Y	0
42	Mediarecruiter.com	N	8
TOTAL INTERVIEWEES OVER REPORTING PERIOD			66

WXXA-TV

III. Supplemental Outreach

	Type of Outreach	Brief Description of Activity
1	Internship Program	FOX23 strives to educate students about jobs in broadcasting thru hands on Internship programs. Students work in various departments using professional equipment and learning all about News operations and how a TV station, in general, operates. Students earn college credit and are evaluated on their participation and work ethic. During 2010, FOX23 had 12 Interns working at the station. In News there were 7. In Sports there were 5.
2	Internet Programs Designed to Promote Outreach Generally	Job vacancies are posted to College of St. Rose HVCC/Placement Office, Skidmore College - Career Services, Siena College - Career Center, Connecticut School of Broadcasting, SUNY Plattsburgh, Syracuse University, SUNY Albany and Union College. These sources provide extensive job-hunting advice and background information in addition to individual job listings.
3	Listed Job Opening with job banks	Listed each opening in the following job banks for media groups whose membership includes substantial participation of woman and minorities. NYS Broadcasters Association, National Association of Broadcasters, National Association of Hispanic Broadcasters, California Chicano News Media Association
4	Career Fairs	<p>a) On March 12, 2010, FOX23 attended the Communications Honors Society 2010 Job/Intern Fair at the University at Albany. Resumes were collected from potential candidates and information on current job openings and internships was offered.</p> <p>b) On April 15, 2010, FOX23 attended the</p>

		<p>New York State Department of Labor - Martin Luther King Job Fair at the Convention Center in downtown Albany, NY. Resumes were collected from potential candidates and information on current job openings and internships was offered.</p> <p>c) On Sept 23, 2010, FOX23 participated in Career Connections in the Syracuse area. A workshop for job seekers sponsored by our sister station News Channel 9 in Syracuse</p>
5	Participated in Program Sponsored by Educational Institution	<p>a) Students from the New School of Radio & Television are given a tour of the station near the end of each semester.</p> <p>b) On December 6, 2010, News Director Gary LaPlante conducted "Informational Interviews" for students from the New School of Radio & Television to give them an idea of what to expect when job hunting.</p>
6	Employee Training	<p>Respect in the Workplace -What Every Employee Needs To Know", a webinar educating staff on proper behavior at work. Employees had two opportunities to attend, Tuesday, September 21st, 2010 & Wednesday, September 29th, 2010</p>
7	Teaching	<p>FOX23 Interactive Media Director Matt Twardy teaches a course in TV at Adirondack Community College.</p>

**WXXA-TV EMPLOYMENT UNIT
2011 FCC Audit Response**

Table of Contents - Summary Full-Time Hires

02/01/09 - 01/31/10 Period

B-1:	Satellite Truck Operator
B-2:	Sales Executive
B-3:	News Photographer
B-4:	Meteorologist
B-5:	General Assignment Reporter
B-6:	Master Control Operator
B-7:	Master Control Operator

02/01/10 - 01/31/11 Period

B-8:	Local Sales Manager
B-9:	Newscast/Web Producer
B-10:	Newscast/Web Producer
B-11:	General Assignment Reporter
B-12:	General Assignment Reporter
B-13:	Newscast Director
B-14:	Account Executive
B-15:	News Photographer
B-16:	News Photographer
B-17:	Meteorologist



28 Corporate Circle Albany, NY 12203
phone 518.862.2323 fax 518.862.0865

Note to Exhibits B & C

In my role as EEO Officer, I was responsible during the reporting period for providing notification of each full-time job opening to an array of organizations. As a matter of standard practice, I post a notification of each position on Fox23news.com, in addition to the other recruitment outreach described in Exhibit B. I plan, going forward, to routinely print out screen shots of the postings on FoxNews23.com while they are posted.

Additionally, during the reporting period, Interactive Media Director Matt Twardy contemporaneously alerted me to the fact that he was teaching a course in television at Adirondack Community College. Regretfully, these communications were not filed, and Mr. Twardy is no longer with the station. It is my practice to routinely retain a copy of e-mails I receive relating to outreach activities for our records, and I will continue to retain such records going forward.

A handwritten signature in black ink, appearing to read 'Paul Pelliccia', written over a horizontal line.

Paul Pelliccia
May 4, 2011

newsroom 518.862.0995
news fax 518.862.0930
fox23news.com





Broadcast Employment Services

FOX WXXA (FOX) Albany, New York

Position Satellite Truck Operator
Station Ownership Newport Television
Reference # TVJ#34112209
Type Television
Full / Part Full Time - Regular
Experience 2+ Years
Posted 8/19/2009
Closes 10/18/2009
Time Left 60 Days
DMA #57
Found In Satellite Truck Operator
 Satellite Truck Operator
 News - Photographers / Videographers



Satellite Truck Operator

FOX23 seeks a Satellite Truck Operator to join our team. Along with running the Sat Truck this job also involves shooting and non-linear editing. Previous experience in SNG operations and news photography is required. Previous experience in ENG operations is a plus. Interested applicants should send a resume to: Art Hunsinger, News Operations Manager, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2009

Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits Yes
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls Yes
Résumé Required
Cover Letter
References Required
Salary History
Tape / Reel Preferred
Tape Format VHS
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required
Contract Required

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Wednesday, August 19, 2009 12:38 PM**To:** Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA**Subject:** WXXA job openings 8/19/09**WXXA Job Postings 8/19/09****Satellite Truck Operator**

FOX23 seeks a Satellite Truck Operator to join our team. Along with running the Sat Truck this job also involves shooting and non-linear editing. Previous experience in SNG operations and news photography is required. Previous experience in ENG operations is a plus. Interested applicants should send a resume to: Art Hunsinger, News Operations Manager, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
toddkuhn@fox23news.com

or mail to:

FOX23
WXXA-TV, 28 Corporate Circle
Albany, NY 12203

EOE. No phone calls please

B-2: Sales Executive

Date of Hire: 08/31/09

Referral Source of Hire: Fox23news.com

of Interviewees for position and
referral sources of interviewees 6 Interviewees

Fox23news.com (3)

Word of mouth (3)



Broadcast Employment Services

FOX WXXA (FOX) Albany, New York

Position Sales Account Executive
Reference # TVJ#34107401
Type Television
Full / Part Full Time - Regular
Experience See Ad
Posted 3/30/2009
Closes 5/29/2009
Time Left 60 Days
DMA #57
Found In Sales - Account Executive



Sales Account Executive

Entry Level Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an entry level Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54 ! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
 toddkuhn@fox23news.com

or mail to:

FOX23
 WXXA-TV, 28 Corporate Circle
 Albany, NY 12203

EOE. No phone calls please



Supplemental Information

- Salary Type
- Salary Range
- Starting Salary / Year
- Starting Salary / Hour
- Job Type Full Time - Regular
- Hours
- Workweek
- Scheduled on Holidays
- Start Date
- Probation Period
- Benefits
- Benefit Premium
- 401K Plan
- Vacation
- Paid Sick Leave
- Phone Calls
- Agent Phone Calls Yes
- Résumé
- Cover Letter
- References
- Salary History
- Tape / Reel
- Tape Format
- Tape Return
- Director's Track
- FAX Résumé No
- TVJobs.com E-Résumé Yes
- Degree Required
- Contract Required

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Monday, March 30, 2009 12:58 PM**To:** Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA**Subject:** WXXA TV Job Openings**FOX23 Jobs 3/30/09****Sales Account Executive**

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an entry level Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54 | We're looking for a self motivated high energy team player to go after new business. Please email your resume and cover letter to: Todd Kuhn, Director of Sales, toddkuhn@fox23news.com or mail to FOX23, WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Master Control Operator

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Morning Meteorologist

FOX23 WXXA-TV has an immediate opening for a Morning Meteorologist. Meteorology Degree and at least two years of on-air experience required. Experience forecasting in the Northeast preferred. CBM or AMS seal also preferred.

Rush tape and resume to:

Gary LaPlante
 News Director
 FOX23 WXXA-TV
 28 Corporate Circle
 Albany, NY 12203

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Wednesday, August 19, 2009 12:38 PM

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: WXXA job openings 8/19/09

WXXA Job Postings 8/19/09

Satellite Truck Operator

FOX23 seeks a Satellite Truck Operator to join our team. Along with running the Sat Truck this job also involves shooting and non-linear editing. Previous experience in SNG operations and news photography is required. Previous experience in ENG operations is a plus. Interested applicants should send a resume to: Art Hunsinger, News Operations Manager, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
toddkuhn@fox23news.com

or mail to:

FOX23
WXXA-TV, 28 Corporate Circle
Albany, NY 12203

EOE. No phone calls please

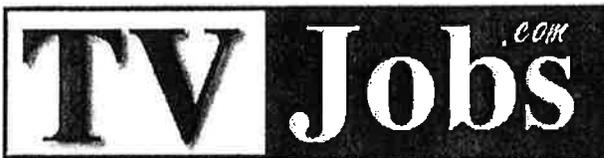
B-3: News Photographer

Date of Hire: 9/7/2009

Referral Source of Hire: Word of Mouth referral

of Interviewees for position and
referral sources of interviewees 4 Interviewees

Word of Mouth referral (3)
Position Consolidated (1)



Broadcast Employment Services

(FOX) WXXA (FOX) Albany, New York

Position News Photographer
Station Ownership Newport Television
Station Slogan "Coverage and Convenience"
Reference # TVJ#34101421
Type Television
Full / Part Full Time - Regular
Experience 1+ Year
Posted 9/10/2008
Closes 10/10/2008
Time Left 30 Days
DMA #57
Found In News - Photographers / Videographers
 News - Photojournalist



News Photographer

FOX23 seeks a News Photographer to join our team. Candidate must have previous experience shooting and editing television news. Non-linear editing experience is a big plus. Knowledge of the Albany area is preferred but not required. Interested applicants should send a DVD or VHS tape and resume to: Barry Sanders, barysanders@fox23news.com, Chief Photographer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2008



Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls Yes
Résumé Required
Cover Letter
References Required
Salary History
Tape / Reel Required
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required
Contract Required

LAPLANTE, GARY

From: jobs@tvjobs.com
Sent: Wednesday, September 10, 2008 1:03 PM
To: LAPLANTE, GARY
Subject: TVJobs.com - News Photographer job auto-posted

JOB POSTING NOTIFICATION FROM TVJOBS

Gary LaPlante,

Your "News Photographer" position was just re-instated in the TVJobs Database and is now available online...

Station : WXXA
Position: News Photographer
Category: News - Photographers / Videographers
Database: Television
Job ID : TVJ#34101421
Posted : 9/10/2008
Expires : 10/10/2008
Status : Registered Employer - Job Re-instated Ad Text :

News Photographer

FOX23 seeks a News Photographer to join our team. Candidate must have previous experience shooting and editing television news. Non-linear editing experience is a big plus. Knowledge of the Albany area is preferred but not required. Interested applicants should send a DVD or VHS tape and resume to: Barry Sanders, barrysanders@fox23news.com, Chief Photographer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 10/10/2008.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=2545031549253736>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs. If we can be of any further assistance, don't hesitate to ask.

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Wednesday, September 10, 2008 1:09 PM**To:** 'Albany County Affirm. Action'; 'Albany Department of Admin. Services'; 'Albany Public Library Job Center'; 'Brandeis University'; 'Brandeis University'; 'California Chicano News Media Assoc.'; 'College of St. Rose'; 'Connecticut School of Broadcasting'; 'DeVry University'; 'Emma L. Bowen Foundation'; 'Howard University'; 'HVCC'; 'HVCC'; 'ITT Technical Instit.'; 'ITT Technical Instit.'; 'MCTAP/NAACP'; 'Medialine'; 'Medialine'; 'NAB'; 'National Assn. of Hispanic Journalists'; 'New School of Radio and Television'; 'Northeast Career Planning'; 'NY Job Bank'; 'NYS Broadcasters Association'; 'One Hundred Black Men'; 'Plattsburgh'; 'Plattsburgh'; 'Sage College'; 'Sage College'; 'SCCC'; 'Siena College'; 'Siena College'; 'Siena College'; 'Skidmore'; 'South Asian Journalists Assoc.'; 'SUNY Oneonta'; 'Syracuse University'; 'Syracuse University'; 'Television Bureau of Advertising'; 'TVJobs'; 'UAlbany'; 'Union College'; 'Women's Employment Resource Center'; 'YWCA'**Subject:** WXXA Job Openings 9/10/08

All,

Here are WXXA Albany's job openings as of 9/10/08. Thanks in advance for posting these openings!

Gary

News Photographer

FOX23 seeks a News Photographer to join our team. Candidate must have previous experience shooting and editing television news. Non-linear editing experience is a big plus. Knowledge of the Albany area is preferred but not required. Interested applicants should send a DVD or VHS tape and resume to: Barry Sanders, Chief Photographer **FOX23 WXXA-TV**, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Weekend Anchor/Reporter

FOX23 seeks an experienced Anchor/Reporter to join our team. We're looking for someone to anchor and produce our weekend 10pm newscasts, and report for Albany's #1 late local news during the week. 3+ years experience and a degree in Communications or Journalism is preferred. If you are a smooth anchor, a great writer, and a creative storyteller, please send a DVD or VHS tape and resume to: Gary LaPlante, News Director, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Part Time Studio Operators

FOX23, WXXA-TV is looking for Part Time Studio Operators. Individuals applying should have some basic knowledge of television operations. College students are encouraged to apply. Resumes can be sent to: Art Hunsinger, News Operations Manager, FOX23, WXXA-TV 28 Corporate Circle, Albany, NY 12203. ArthurHunsinger@fox23news.com EOE. No phone calls please.

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Thursday, July 16, 2009 1:33 PM

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: wxxa job postings 7/16/09

WXXA Job Postings 7/16/09

News Photographer

FOX23 seeks a News Photographer to join our team. Candidate must have previous experience shooting and editing television news. Non-linear editing experience is a big plus. Knowledge of the Albany area is preferred but not required. Interested applicants should send a DVD or VHS tape and resume to: Barry Sanders, Chief Photographer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Master Control Operations Technician

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

B-4:	Meteorologist	
	Date of Hire:	3/19/2009
	Referral Source of Hiree:	Word of Mouth referral
	# of Interviewees for position and referral sources of interviewees	5 Interviewees TVJobs.com (3) Word of Mouth referral (2)

LAPLANTE, GARY

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: WXXA Job Postings 3/4/09

Morning Meteorologist

FOX23 WXXA-TV has an immediate opening for a Morning Meteorologist. Meteorology Degree and at least two years of on-air experience required. Experience forecasting in the Northeast preferred. CBM or AMS seal also preferred.

Rush tape and resume to:

Gary LaPlante
News Director
FOX23 WXXA-TV
28 Corporate Circle
Albany, NY 12203

Weekend Meteorologist

FOX23 WXXA-TV has an immediate opening for a Weekend Meteorologist. Meteorology Degree and at least two years of on-air experience required. Experience forecasting in the Northeast preferred. CBM or AMS seal also preferred.

Rush tape and resume to:

Gary LaPlante
News Director
FOX23 WXXA-TV
28 Corporate Circle
Albany, NY 12203

**Gary LaPlante
News Director
Fox23 News
518-724-7639**

LAPLANTE, GARY

From: jobs@tvjobs.com
Sent: Wednesday, March 04, 2009 1:15 PM
To: LAPLANTE, GARY
Subject: TVJobs.com - Weekend Meteorologist job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Gary LaPlante,

Your "Weekend Meteorologist" position was just posted in the TVJobs.com Database and is now available online...

Station : WXXA
Position: Weekend Meteorologist
Category: News / Talent - Weather
Job ID : TVJ#34106380
Posted : 3/4/2009
Expires : 4/4/2009
Status : Registered Employer - Job Posted Ad Text :

Weekend Meteorologist

FOX23 WXXA-TV has an immediate opening for a Weekend Meteorologist. Meteorology Degree and at least two years of on-air experience required. Experience forecasting in the Northeast preferred. CBM or AMS seal also preferred.

Rush tape and resume to:

Gary LaPlante
News Director
FOX23 WXXA-TV
28 Corporate Circle
Albany, NY 12203

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 4/4/2009.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=1581881756117738>

TIP! The above address is a good way to check on the status of this position. Keep this

address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<

LAPLANTE, GARY

From: mark [mark@medialine.com]
Sent: Wednesday, March 04, 2009 1:47 PM
To: LAPLANTE, GARY
Subject: FW: EEO Confirmation letter

Please allow this to serve as confirmation of receipt of the following job listing(s) from : WXXA on 03/04/09

MORNING METEOROLOGIST, WEEKEND METEOROLOGIST

The listing(s) will run for a 30 day period on our national television job listing service (unless you indicated otherwise) and then automatically remove themselves from the system.

If you need further documentation for your EEO files, please feel free to contact us at:

Phone:800-237-8073

Email:medialine@medialine.com

Fax:831-6485204

Mailing address:Box 51909, Pacific Grove, CA 93950

Contact:Mark Shilstone, Manager

Thank you for using MediaLine,
Mark Shilstone
Manager
MediaLine

B-5: General Assignment Reporter

Date of Hire: [11/19/2009]

Referral Source of Hire: Internal transfer/promotion

of Interviewees for position and
referral sources of interviewees 2 Interviewees

[TVjobs.com] (1)

[Internal] (1)

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Thursday, November 19, 2009 3:34 PM

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: WXXA Job Openings 11/19/09

General Assignment Reporter - Full Time

FOX23 News is looking for an experienced General Assignment Reporter to join our team. We're looking for someone who is a hard worker, a good writer, and a solid live reporter. Previous experience in the Albany area is a huge plus.

Send tape and resume to Gary LaPlante, News Director, FOX23 News, 28 Corporate Circle, Albany, NY 12203.

EOE. No phone calls please.

Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54 ! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
toddkuhn@fox23news.com

or mail to:

FOX23
WXXA-TV, 28 Corporate Circle
Albany, NY 12203

EOE. No phone calls please

B-6: Master Control Operator

Date of Hire: 8/3/2009

Referral Source of Hire: Fox23news.com

of Interviewees for position and
referral sources of interviewees 3 Interviewees

Fox23news.com(2)
Word of Mouth referral (1)



Broadcast Employment Services

FOX WXXA (FOX) Albany, New York

Position Master Control Operations Technician
Station Ownership Newport Television
Reference # TVJ#34107402
Type Television
Full / Part Full Time - Regular
Experience 0 to 2 Years
Posted 3/30/2009
Closes 5/29/2009
Time Left 60 Days
DMA #57
Found In Tape Operators
 Video Technician



Master Control Operations Technician

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2009



Supplemental Information

Salary Type Hourly
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls No
Résumé
Cover Letter Required
References Required
Salary History
Tape / Reel
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé No
Degree Required
Contract Required

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Monday, March 30, 2009 12:58 PM

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage Collège; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: WXXA TV Job Openings

FOX23 Jobs 3/30/09

Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an entry level Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54 ! We're looking for a self motivated high energy team player to go after new business. Please email your resume and cover letter to: Todd Kuhn, Director of Sales, toddkuhn@fox23news.com or mail to FOX23, WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Master Control Operator

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Morning Meteorologist

FOX23 WXXA-TV has an immediate opening for a Morning Meteorologist. Meteorology Degree and at least two years of on-air experience required. Experience forecasting in the Northeast preferred. CBM or AMS seal also preferred.

Rush tape and resume to:

Gary LaPlante
News Director
FOX23 WXXA-TV
28 Corporate Circle
Albany, NY 12203

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Thursday, July 16, 2009 1:33 PM

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: wxxa job postings 7/16/09

WXXA Job Postings 7/16/09

News Photographer

FOX23 seeks a News Photographer to join our team. Candidate must have previous experience shooting and editing television news. Non-linear editing experience is a big plus. Knowledge of the Albany area is preferred but not required. Interested applicants should send a DVD or VHS tape and resume to: Barry Sanders, Chief Photographer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Master Control Operations Technician

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

B-7: Master Control Operator

Date of Hire: 11/16/2009

Referral Source of Hiree: Fox23news.com

of Interviewees for position and
referral sources of interviewees 5 Interviewees

Fox23news.com (3)
Word of Mouth referral (2)

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Monday, October 19, 2009 4:16 PM

To: 'Albany County Affirm. Action'; 'Albany Department of Admin. Services'; 'Albany Public Library Job Center'; 'Brandeis University'; 'Brandeis University'; 'California Chicano News Media Assoc.'; 'College of St. Rose'; 'Connecticut School of Broadcasting'; 'DeVry University'; 'Emma L. Bowen Foundation'; 'Howard University'; 'HVCC'; 'HVCC'; 'ITT Technical Instit.'; 'ITT Technical Instit.'; 'MCTAP/NAACP'; 'Medialine'; 'Medialine'; 'NAB'; 'National Assn. of Hispanic Journalists'; 'New School of Radio and Television'; 'Northeast Career Planning'; 'NY Job Bank'; 'NYS Broadcasters Association'; 'One Hundred Black Men'; 'Plattsburgh'; 'Plattsburgh'; 'Sage College'; 'Sage College'; 'SCCC'; 'Siena College'; 'Siena College'; 'Siena College'; 'Skidmore'; 'South Asian Journalists Assoc.'; 'SUNY Oneonta'; 'Syracuse University'; 'Syracuse University'; 'Television Bureau of Advertising'; 'TVJobs'; 'UAlbany'; 'Union College'; 'Women's Employment Resource Center'; 'YWCA'

Subject: WXXA Albany Job Postings 10/19/09

WXXA Albany Job Postings 10/19/09

Master Control Operations Technician

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
toddkuhn@fox23news.com

or mail to:

FOX23
WXXA-TV, 28 Corporate Circle
Albany, NY 12203

EOE. No phone calls please

LAPLANTE, GARY

From: jobs@tvjobs.com
Sent: Monday, October 19, 2009 11:43 AM
To: LAPLANTE, GARY
Subject: TVJobs.com - Master Control Operations Technician job auto-posted

JOB POSTING NOTIFICATION FROM TVJOBS

Gary LaPlante,

Your "Master Control Operations Technician" position was just re-instated in the TVJobs Database and is now available online...

Station : WXXA
Position: Master Control Operations Technician
Category: Tape Operators
Database: Television
Job ID : TVJ#34115069
Posted : 10/19/2009
Expires : 12/18/2009
Status : Registered Employer - Job Re-instated Ad Text :

Master Control Operations Technician

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 12/18/2009.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs. If we can be of any further assistance, don't hesitate to ask.

B-8

Local Sales Manager

Date of Hire:

6/1/2010

Referral Source of Hiree:

Internal Transfer/Promotion

of Interviewees for position and
referral sources of interviewees

13 Interviewees

Internal (1)

Fox23news.com (2)

Word of Mouth referral (3)

Mediarecruiter.com (7)

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Wednesday, February 10, 2010 1:22 PM**To:** Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAAlbany; Union College; Women's Employment Resource Center; YWCA**Subject:** WXXA Job Postings 2/10/10**Newscastr Director**

FOX23 seeks an experienced Newscastr Director to join our team. Candidates must have TD experience, as our Directors switch their own newscasts. Candidates must also have experience directing with a crew - as our cameras, audio board, and CG are all staffed with operators. Familiarity with Ross or Grass Valley switchers and/or BitCentral Precis tape playback is a plus.

Our Newscastr Directors are also assigned to direct public affairs shows, non-linear editing, other crew positions, and news photography.

Interested applicants should send a DVD or VHS tape with directors track and resume to: Art Hunsinger, arthrhunsinger@fox23news.com, News Operations Manager FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Newscastr/Web Producer

FOX23 seeks a Producer to join our team. We're looking for a team player with great news judgment and writing skills to produce newscasts and online content. The ideal candidate is a news junkie: someone who can juggle producing a television newscast and constantly updating content on our website and [Twitter](#) and Facebook pages.

Interested applicants should send a DVD or VHS tape and resume to: Maria D'Amelia, mariadamelia@fox23news.com, Executive Producer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Local Sales Manager

The Capital Region's FOX television affiliate seeks a qualified, motivated, and creative individual to lead our local sales team. Our next LSM should have solid working experience at the local level, at least 3+ years of TV sales experience and an understanding of local websites. Knowledge of inventory control, traffic systems (VCI), and ability to manage sales generating initiatives is a necessity. If you're a sales leader with a creative orientation toward the development of new business and can manage people to their potential, email resume and introduction to: LSMJOB@fox23news.com EOE

Account Executive

The Capital Region's FOX television affiliate seeks an Account Executive. We're looking for a self motivated, high energy team player to join our sales team and develop new business. You'll call on local companies to help their business grow utilizing the power of television (FOX23) and the internet (FOX23news.com). Must be tenacious, creative, well-organized, goal-oriented, and possess strong communications skills. Bachelor's degree required. Previous media sales experience preferred. Qualified candidates may email your resume and cover letter to: AEJOB@fox23news.com EOE

B-9

Newscast/Web Producer

Date of Hire:

4/26/2010

Referral Source of Hiree:

Tvjobs.com

of Interviewees for position and
referral sources of interviewees

6 Interviewees

Tvjobs.com (2)

Fox23news.com (3)

Word of Mouth referral (1)

B-10

Newscast/Web Producer

Date of Hire:

7/19/2010

Referral Source of Hiree:

Word of Mouth referral

of Interviewees for position and
referral sources of interviewees

6 Interviewees

Tvjobs.com (3)

Fox23news.com (3)

Word of Mouth referral (1)

See backup documentation for B-9. The Station hired two full-time individuals for Newscast/Web Producer positions based on recruitment efforts for that position that took place between February and July 2010.



Broadcast Employment Services

FOX WXXA (FOX) Albany, New York

Position Newscast/Web Producer
Station Ownership Newport Television
Station Slogan "The 10:00 News - Now also at 11!"
Reference # TVJ#34121657
Type Television
Full / Part Full Time - Regular
Experience 1+ Year
Posted 2/10/2010
Closes 4/10/2010
Time Left 59 Days
DMA #57
Found In News - Producers
 News - Web Producer / Writer



Newscast/Web Producer

FOX23 seeks a Producer to join our team. We're looking for a team player with great news judgment and writing skills to produce newscasts and online content. The ideal candidate is a news junkie: someone who can juggle producing a television newscast and constantly updating content on our website and Twitter and Facebook pages.

Interested applicants should send a DVD or VHS tape and resume to: Maria D'Amelia, mariadamelia@fox23news.com, Executive Producer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

When responding to this job ad, please mention you saw it listed at TVJobs.com



Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek Sunday to Thursday
Scheduled on Holidays
Start Date
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls Yes
Résumé Required
Cover Letter
References Required
Salary History
Tape / Reel Required
Tape Format
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required Yes

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Wednesday, February 10, 2010 1:22 PM**To:** Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA**Subject:** WXXA Job Postings 2/10/10**Newscast Director**

FOX23 seeks an experienced Newscast Director to join our team. Candidates must have TD experience, as our Directors switch their own newscasts. Candidates must also have experience directing with a crew - as our cameras, audio board, and CG are all staffed with operators. Familiarity with Ross or Grass Valley switchers and/or BitCentral Precip tape playback is a plus.

Our Newscast Directors are also assigned to direct public affairs shows, non-linear editing, other crew positions, and news photography.

Interested applicants should send a DVD or VHS tape with directors track and resume to: Art Hunsinger, arthurhunsinger@fox23news.com, News Operations Manager FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Newscast/Web Producer

FOX23 seeks a Producer to join our team. We're looking for a team player with great news judgment and writing skills to produce newscasts and online content. The ideal candidate is a news junkie: someone who can juggle producing a television newscast and constantly updating content on our website and [Twitter](#) and Facebook pages.

Interested applicants should send a DVD or VHS tape and resume to: Maria D'Amelia, mariadamelia@fox23news.com, Executive Producer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Local Sales Manager

The Capital Region's FOX television affiliate seeks a qualified, motivated, and creative individual to lead our local sales team. Our next LSM should have solid working experience at the local level, at least 3+ years of TV sales experience and an understanding of local websites. Knowledge of inventory control, traffic systems (VCI), and ability to manage sales generating initiatives is a necessity. If you're a sales leader with a creative orientation toward the development of new business and can manage people to their potential, email resume and introduction to: LSMJOB@fox23news.com EOE

Account Executive

The Capital Region's FOX television affiliate seeks an Account Executive. We're looking for a self motivated, high energy team player to join our sales team and develop new business. You'll call on local companies to help their business grow utilizing the power of television (FOX23) and the internet (FOX23news.com). Must be tenacious, creative, well-organized, goal-oriented, and possess strong communications skills. Bachelor's degree required. Previous media sales experience preferred. Qualified candidates may email your resume and cover letter to: AEJOB@fox23news.com EOE

B-11

General Assignment Reporter

Date of Hire:

8/20/2010

Referral Source of Hiree:

Tvjobs.com

of Interviewees for position and
referral sources of interviewees

6 Interviewees

Tvjobs.com (2)

Fox23news.com (3)

Word of Mouth referral (1)



Broadcast Employment Services

FOX WXXA (FOX) Albany, New York

Position General Assignment Reporter
Station Ownership Newport Television
Station Slogan "The 10:00 News"
Reference # TVJ#34132931
Type Television
Full / Part Full Time - Regular
Experience 3+ Years
Posted 7/19/2010
Closes 2/18/2010
Time Left 60 Days
DMA #57
Found In News / Talent - General Assignment Reporter
 News / Talent - Anchor - Reporter



General Assignment Reporter

FOX23 News is looking for an experienced General Assignment Reporter to join our team. We're looking for someone who is a hard worker, a good writer, and a solid live reporter. We also want someone who loves enterprise reporting and isn't afraid to ask the tough questions.

This position is not for beginners - we're looking for someone to replace one of our top reporters who's leaving for a bigger market. This position will likely include fill-in anchoring opportunities.

Previous experience in Albany or Upstate NY is a plus.

Send DVD, resume, and references to Gary LaPlante, News Director, FOX23 News, 28 Corporate Circle, Albany, NY 12203.

Supplemental Information

Salary Type
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits Yes
Benefit Premium
401K Plan
Vacation Yes
Paid Sick Leave Yes
Phone Calls
Agent Phone Calls Yes
Résumé Required
Cover Letter
References Required
Salary History
Tape / Reel Required
Tape Format DVD
Tape Return
Director's Track
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required
Contract Required Yes

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Monday, July 19, 2010 2:14 PM**To:** Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA**Subject:** WXXA Job Openings 7/19/10**General Assignment Reporter**

FOX23 News is looking for an experienced General Assignment Reporter to join our team. We're looking for someone who is a hard worker, a good writer, and a solid live reporter. We also want someone who loves enterprise reporting and isn't afraid to ask the tough questions.

This position is not for beginners - we're looking for someone to replace one of our top reporters who's leaving for a bigger market. This position will likely include fill-in anchoring opportunities.

Previous experience in Albany or Upstate NY is a plus.

Send DVD, resume, and references to Gary LaPlante, News Director, FOX23 News, 28 Corporate Circle, Albany, NY 12203.

EOE. No phone calls please.

Account Executive

The Capital Region's FOX television affiliate seeks an Account Executive. We're looking for a self motivated, high energy team player to join our sales team and develop new business. You'll call on local companies to help their business grow utilizing the power of television (FOX23) and the internet (www.FOX23news.com). Must be tenacious, creative, independent, well-organized, goal-oriented, and possess strong communications skills. College degree required. Previous media sales experience preferred, but not required. Qualified candidates may email your resume and cover letter to: AEJOB@fox23news.com EOE

B-13

Newscast Director

Date of Hire:

5/13/2010

Referral Source of Hiree:

Tvjobs.com

of Interviewees for position and
referral sources of interviewees

6 Interviewees

Tvjobs.com (4)

Fox23news.com (1)

Word of Mouth referral (1)



Broadcast Employment Services

FOX WXXA (FOX) Albany, New York

Position Newscast Director
Station Ownership Newport Television LLC
Station Slogan "The 10:00 News - Now also at 11!"
Reference # TVJ#34121665
Type Television
Full / Part Full Time - Regular
Experience 2+ Years
Posted 2/10/2010
Closes 4/10/2010
Time Left 59 Days
DMA #57
Found In Production - Director
 Production - Technical Directors



Newscast Director

FOX23 seeks an experienced Newscast Director to join our team. Candidates must have TD experience, as our Directors switch their own newscasts. Candidates must also have experience directing with a crew - as our cameras, audio board, and CG are all staffed with operators. Familiarity with Ross or Grass Valley switchers and/or BitCentral Precis tape playback is a plus.

Our Newscast Directors are also assigned to direct public affairs shows, non-linear editing, other crew positions, and news photography.

Interested applicants should send a DVD or VHS tape with directors track and resume to: Art Hunsinger, arthurhunsinger@fox23news.com, News Operations Manager FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.



Supplemental Information

Salary Type Hourly
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays
Start Date
Probation Period
Benefits
Benefit Premium
401K Plan
Vacation
Paid Sick Leave
Phone Calls
Agent Phone Calls
Résumé Required
Cover Letter
References
Salary History
Tape / Reel Required
Tape Format
Tape Return
Director's Track Required
FAX Résumé No
TVJobs.com E-Résumé Yes
Degree Required
Contract Required

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Wednesday, February 10, 2010 1:22 PM**To:** Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAAlbany; Union College; Women's Employment Resource Center; YWCA**Subject:** WXXA Job Postings 2/10/10**Newscast Director**

FOX23 seeks an experienced Newscast Director to join our team. Candidates must have TD experience, as our Directors switch their own newscasts. Candidates must also have experience directing with a crew - as our cameras, audio board, and CG are all staffed with operators. Familiarity with Ross or Grass Valley switchers and/or BitCentral Precis tape playback is a plus.

Our Newscast Directors are also assigned to direct public affairs shows, non-linear editing, other crew positions, and news photography.

Interested applicants should send a DVD or VHS tape with directors track and resume to: Art Hunsinger, arthurhunsinger@fox23news.com, News Operations Manager FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

News/Web Producer

FOX23 seeks a Producer to join our team. We're looking for a team player with great news judgment and writing skills to produce newscasts and online content. The ideal candidate is a news junkie: someone who can juggle producing a television newscast and constantly updating content on our website and [Twitter](#) and Facebook pages.

Interested applicants should send a DVD or VHS tape and resume to: Maria D'Amelia, mariadamelia@fox23news.com, Executive Producer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Local Sales Manager

The Capital Region's FOX television affiliate seeks a qualified, motivated, and creative individual to lead our local sales team. Our next LSM should have solid working experience at the local level, at least 3+ years of TV sales experience and an understanding of local websites. Knowledge of inventory control, traffic systems (VCI), and ability to manage sales generating initiatives is a necessity. If you're a sales leader with a creative orientation toward the development of new business and can manage people to their potential, email resume and introduction to: LSMJOB@fox23news.com EOE

Account Executive

The Capital Region's FOX television affiliate seeks an Account Executive. We're looking for a self motivated, high energy team player to join our sales team and develop new business. You'll call on local companies to help their business grow utilizing the power of television (FOX23) and the internet (FOX23news.com). Must be tenacious, creative, well-organized, goal-oriented, and possess strong communications skills. Bachelor's degree required. Previous media sales experience preferred. Qualified candidates may email your resume and cover letter to: AEJOB@fox23news.com EOE

B-14

Account Executive

Date of Hire:

6/15/2010

Referral Source of Hiree:

Word of Mouth referral

of Interviewees for position and
referral sources of interviewees

13 Interviewees

Tyjobs.com (2)

Fox 23news.com (3)

Word of Mouth referral (7)

Mediarecruiter.com (1)

LAPLANTE, GARY

From: jobs@tvjobs.com
Sent: Monday, October 19, 2009 11:41 AM
To: LAPLANTE, GARY
Subject: TVJobs.com - Sales Account Executive job auto-posted

JOB POSTING NOTIFICATION FROM TVJOBS

Gary LaPlante,

Your "Sales Account Executive" position was just re-instated in the TVJobs Database and is now available online...

Station : WXXA
Position: Sales Account Executive
Category: Sales - Account Executive
Database: Television
Job ID : TVJ#34115068
Posted : 10/19/2009
Expires : 12/18/2009
Status : Registered Employer - Job Re-instated Ad Text :

Sales Account Executive

Entry Level Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an entry level Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54 ! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
toddkuhn@fox23news.com

or mail to:

FOX23
WXXA-TV, 28 Corporate Circle
Albany, NY 12203

EOE. No phone calls please

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 12/18/2009.

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Monday, October 19, 2009 4:16 PM

To: 'Albany County Affirm. Action'; 'Albany Department of Admin. Services'; 'Albany Public Library Job Center'; 'Brandeis University'; 'Brandeis University'; 'California Chicano News Media Assoc.'; 'College of St. Rose'; 'Connecticut School of Broadcasting'; 'DeVry University'; 'Emma L. Bowen Foundation'; 'Howard University'; 'HVCC'; 'HVCC'; 'ITT Technical Instit.'; 'ITT Technical Instit.'; 'MCTAP/NAACP'; 'Medialine'; 'Medialine'; 'NAB'; 'National Assn. of Hispanic Journalists'; 'New School of Radio and Television'; 'Northeast Career Planning'; 'NY Job Bank'; 'NYS Broadcasters Association'; 'One Hundred Black Men'; 'Plattsburgh'; 'Plattsburgh'; 'Sage College'; 'Sage College'; 'SCCC'; 'Siena College'; 'Siena College'; 'Siena College'; 'Skidmore'; 'South Asian Journalists Assoc.'; 'SUNY Oneonta'; 'Syracuse University'; 'Syracuse University'; 'Television Bureau of Advertising'; 'TVJobs'; 'UAlbany'; 'Union College'; 'Women's Employment Resource Center'; 'YWCA'

Subject: WXXA Albany Job Postings 10/19/09

WXXA Albany Job Postings 10/19/09

Master Control Operations Technician

FOX23 WXXA-TV in Albany, NY is looking for a Master Control Operations Technician for our automated environment. Applicant would be responsible for on-air, satellite, and tape operations in the master control room. Experience preferred but will train the right candidate. Please send your cover letter and resume to: Sarge Cathrall, Chief Engineer, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
toddkuhn@fox23news.com

or mail to:

FOX23
WXXA-TV, 28 Corporate Circle
Albany, NY 12203

EOE. No phone calls please

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Wednesday, August 19, 2009 12:38 PM

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: WXXA job openings 8/19/09

WXXA Job Postings 8/19/09

Satellite Truck Operator

FOX23 seeks a Satellite Truck Operator to join our team. Along with running the Sat Truck this job also involves shooting and non-linear editing. Previous experience in SNG operations and news photography is required. Previous experience in ENG operations is a plus. Interested applicants should send a resume to: Art Hunsinger, News Operations Manager, FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Sales Account Executive

The Capital Region's FOX affiliate, FOX23, WXXA-TV, seeks an Account Executive. The right candidate will get the chance to sell the market's #1 primetime and #1 late newscast in the key demo Adults 25-54! We're looking for a self motivated high energy team player to go after new business.

Please email your resume and cover letter to:

Todd Kuhn, Director of Sales
toddkuhn@fox23news.com

or mail to:

FOX23
WXXA-TV, 28 Corporate Circle
Albany, NY 12203

EOE. No phone calls please

B-15

News Photographers

Date of Hire:

10/25/2010

Referral Source of Hire:

Internal Transfer/Promotion

of Interviewees for position and
referral sources of interviewees

5 Interviewees

Fox23news.com (1)

Word of Mouth referral (3)

Internal (1)

B-16 News Photographer

Date of Hire: 11/01/2010

Referral Source of Hiree: Word-of-Mouth Referral

of Interviewees for position and referral sources of interviewees 5 Interviewees

Fox23news.com (1)
Word of Mouth referral (3)
Internal (1)

See backup documentation for B-15. The Station hired two full-time individuals for News Photographer positions based on recruitment efforts for that position that took place September and November 2010.

LAPLANTE, GARY

From: LAPLANTE, GARY

Sent: Friday, September 10, 2010 12:45 PM

To: Albany County Affirm. Action; Albany Department of Admin. Services; Albany Public Library Job Center; Brandeis University; Brandeis University; California Chicano News Media Assoc.; College of St. Rose; Connecticut School of Broadcasting; DeVry University; Emma L. Bowen Foundation; Howard University; HVCC; HVCC; ITT Technical Instit.; ITT Technical Instit.; MCTAP/NAACP; Medialine; Medialine; NAB; National Assn. of Hispanic Journalists; New School of Radio and Television; Northeast Career Planning; NY Job Bank; NYS Broadcasters Association; One Hundred Black Men; Plattsburgh; Plattsburgh; Sage College; Sage College; SCCC; Siena College; Siena College; Siena College; Skidmore; South Asian Journalists Assoc.; SUNY Oneonta; Syracuse University; Syracuse University; Television Bureau of Advertising; TVJobs; UAAlbany; Union College; Women's Employment Resource Center; YWCA

Subject: wxxa job postings 9/10/10

News Photographer/Editor (FT)

FOX23 seeks a News Photographer/Newscast Editor to join our team. Candidate must have previous experience shooting and editing television news. Non-linear editing experience is required. Knowledge of the Albany area is preferred but not required. Must be willing to work weekends. Interested applicants should send a DVD or VHS tape and resume to: Barry Sanders Chief Photographer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Promotion Topical Writer/Producer (PT)

A great opportunity to begin your career in broadcasting awaits. FOX23 WXXA, Albany, NY, is seeking a Promotion Topical Writer/Producer to create nightly promos for FOX23 News. You will learn the latest concepts in news promotion from award-winning creatives. Primary responsibilities include writing, directing and editing the topicals. This is a part time hands-on position working an evening shift. Get your foot in the door of Albany's most aggressive news station. Submit your resume and DVD reel, if available, to Keith Moran, Creative Services Director, FOX23, 28 Corporate Circle, Albany, NY 12203. No phone calls please. EOE.

LAPLANTE, GARY

From: jobs@tvjobs.com
Sent: Friday, September 10, 2010 12:17 PM
To: LAPLANTE, GARY
Subject: TVJobs.com - News Photographer/Editor job auto-posted

JOB POSTING NOTIFICATION FROM TVJOBS

Gary LaPlante,

Your "News Photographer/Editor" position was just re-instated in the TVJobs Database and is now available online...

Station : WXXA
Position: News Photographer/Editor
Category: News - Photographers / Videographers
Database: Television
Job ID : TVJ#34137203
Posted : 9/10/2010
Expires : 11/9/2010
Status : Registered Employer - Job Re-instated Ad Text :

News Photographer/Editor

FOX23 seeks a News Photographer/Newscast Editor to join our team. Candidate must have previous experience shooting and editing television news. Non-linear editing experience is required. Knowledge of the Albany area is preferred but not required. Must be willing to work weekends. Interested applicants should send a DVD or VHS tape and resume to: Barry Sanders Chief Photographer FOX23 WXXA-TV, 28 Corporate Circle, Albany, NY 12203. EOE. No phone calls please.

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 11/9/2010.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=6589301237561131>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs. If we can be of any further assistance, don't hesitate to ask.

B-17

Meteorologist

Date of Hire:

1/19/2011

Referral Source of Hiree:

Internal Transfer/Promotion

of Interviewees for position and
referral sources of interviewees

3 Interviewees

Fox23news.com (1)

Internal (1)

Medialine (1)

LAPLANTE, GARY

From: LAPLANTE, GARY**Sent:** Thursday, December 30, 2010 5:17 PM**To:** 'Albany County Affirm. Action'; 'Albany Department of Admin. Services'; 'Albany Public Library Job Center'; 'Brandeis University'; 'Brandeis University'; 'California Chicano News Media Assoc.'; 'College of St. Rose'; 'Connecticut School of Broadcasting'; 'DeVry University'; 'Emma L. Bowen Foundation'; 'Howard University'; 'HVCC'; 'HVCC'; 'ITT Technical Instit.'; 'ITT Technical Instit.'; 'MCTAP/NAACP'; 'Medialine'; 'Medialine'; 'NAB'; 'National Assn. of Hispanic Journalists'; 'New School of Radio and Television'; 'Northeast Career Planning'; 'NY Job Bank'; 'NYS Broadcasters Association'; 'One Hundred Black Men'; 'Plattsburgh'; 'Plattsburgh'; 'Sage College'; 'Sage College'; 'SCCC'; 'Siena College'; 'Siena College'; 'Siena College'; 'Skidmore'; 'South Asian Journalists Assoc.'; 'SUNY Oneonta'; 'Syracuse University'; 'Syracuse University'; 'Television Bureau of Advertising'; 'TVJobs'; 'UAlbany'; 'Union College'; 'Women's Employment Resource Center'; 'YWCA'**Subject:** WXXA Job Postings 12/30/10**Director of Sales**

FOX23, WXXA-Albany, NY is searching for a Director of Sales, who can lead the Station's multi-media sales efforts to new levels of success. We're looking for a highly accountable and competitive individual with motivational leadership skills and a creative attitude. Responsibilities include overseeing all platforms of sales, traffic—inventory management—and budgeting. Prior sales management experience is required, preferably in television. Send resumes to DOS@fox23news.com. EOE. No phone calls please.

Meteorologist (FT)

FOX23 WXXA-TV has an opening for a full time Meteorologist. Meteorology Degree and at least two years of on-air experience required. Experience forecasting in the Northeast preferred. Previous experience with Weather Central's 3D:Live and ESP:Live systems is a huge plus. Along with on-air forecasting - this position will also include weather producing and news photography. Some experience shooting is a plus, but we're more than willing to train the right candidate.

Send tape and resume to:

Gary LaPlante
News Director
FOX23 WXXA-TV
28 Corporate Circle
Albany, NY 12203

LAPLANTE, GARY

From: jobs@tvjobs.com
Sent: Thursday, December 30, 2010 5:05 PM
To: LAPLANTE, GARY
Subject: TVJobs.com - Meteorologist job posted

JOB POSTING NOTIFICATION FROM TVJOBS

Gary LaPlante,

Your "Meteorologist" position was just posted in the TVJobs.com Database and is now available online...

Station : WXXA
Position: Meteorologist
Category: News / Talent - Meteorologist
Job ID : TVJ#34145479
Posted : 12/30/2010
Expires : 1/30/2011
Status : Registered Employer - Job Posted Ad Text :

Meteorologist

FOX23 WXXA-TV has an opening for a full time Meteorologist. Meteorology Degree and at least two years of on-air experience required. Experience forecasting in the Northeast preferred. Previous experience with Weather Central's 3D:Live and ESP:Live systems is a huge plus. Along with on-air forecasting - this position will also include weather producing and news photography. Some experience shooting is a plus, but we're more than willing to train the right candidate.

Send tape and resume to:

Gary LaPlante
News Director
FOX23 WXXA-TV
28 Corporate Circle
Albany, NY 12203

Notes:

1. We recommend that you either save or print this page and provide the above Job ID number to an TVJobs administrator in any future correspondence concerning this ad.
2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs.com (<http://www.tvjobs.com>)
3. We will send notification of pending expiration prior to the expiration date to enable you to extend the job, if necessary. Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.
4. If no extension is needed, the job will be automatically removed at 1 am PST on 1/30/2011.
5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.
6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=8515141170772537>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs.com
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<

LAPLANTE, GARY

From: mark [mark@medialine.com]
Sent: Thursday, December 30, 2010 5:33 PM
To: LAPLANTE, GARY
Subject: FW: EEO Confirmation letter

Please allow this to serve as confirmation of receipt of the following job listing(s) from : WXXA on 12/30/10

METEOROLOGIST

The listing(s) will run for a 30 day period on our national television job listing service (unless you indicated otherwise) and then automatically remove themselves from the system.

If you need further documentation for your EEO files, please feel free to contact us at:

Phone:800-237-8073

Email:medialine@medialine.com

Fax:831-6485204

Mailing address:Box 51909, Pacific Grove, CA 93950

Contact:Mark Shilstone, Manager

Thank you for using MediaLine,
Mark Shilstone
Manager
MediaLine

**WXXA-TV EMPLOYMENT UNIT
2011 FCC Audit Response**

**1.
Supplemental Outreach Initiatives
02/01/09 - 01/31/10**

C-1:

Internship program (FCC Menu #5). FOX23 strives to educate students about jobs in broadcasting thru hands on Internship programs. Students work in various departments using professional equipment and learning all about News operations and how a TV station, in general, operates. Students earn college credit and are evaluated on their participation and work ethic. During 2009, FOX23 had 15 Interns working at the station. In News there were 4 from New School, 3 from the University at Albany and 1 each from St Rose, Roberts Wesleyan College and Fulton Montgomery Community College. In Sports there were 2 from New School, 2 from the University at Albany and 1 from Marist College.

2009 Intern Tracking Sheet

FOX23 WXXA-TV

<u>Name</u>	<u>Start Date:</u>	<u>End Date:</u>	<u>Name of College or School</u>	<u>Paperwork Received?</u>	<u>Department Working In</u>
Sara Curtis	2/26/2009	Apr-09	The New School of Radio and TV	Yes	News
William John Monnat	Feb-09	Apr-09	The New School of Radio and TV	Yes	News
Melissa Johnson	Jan-09	Apr-09	University at Albany	Yes	News
Tracy McQuade	Jan-09	Apr-09	University at Albany	Yes	News
Tori Hoffman	1/26/2009	Apr-09	College of St Rose	Yes	News
Joseph Matzner	Jan-09	May-09	University at Albany	Yes	Sports
Jeffrey Baez	01/21/09	5/5/2009	University at Albany	Yes	Sports
Andrew Gawonski	2/20/2009	Apr-09	The New School of Radio and TV	Yes	Sports
Peter Schwan	2/20/2009	Apr-09	The New School of Radio and TV	Yes	Sports
George A. Morris	6/25/2009	8/22/2009	Marist College	Yes	Sports
Amber Pusatere	7/7/2009	7/31/2009	Roberts Wesleyan College	Yes	News
Lindsay B. Nielsen	7/13/2009	8/26/2009	University at Albany	Yes	News
Kiersten Lynn Heffner	8/31/2009	10/9/2009	The New School of Radio and TV	Yes	News
Matthew Vars	9/4/2009	10/25/2009	The New School of Radio and TV	Yes	News
Stephanie Wilcox	9/9/2009	10/14/2009	Fulton Montgomery Community College	Yes	News

NEWPORT
~~Clear Channel~~
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: SARA CURTIS Date: 2/25/09

Full Name: SARA CURTIS SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: Feb 26 to: APRIL

Department/Supervisor you will Intern with: ART HUNSINGER

Educational Facility Providing Academic Credit: THE NEW SCHOOL OF RADIO & TELEVISION

Primary Course of Study: BROADCAST JOURNALISM Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: THE NEW SCHOOL OF RADIO & TELEVISION
438-7682

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEW PORT
Clear Channel
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: William John Monnet Date: 2/25/09

Full Name: William John Monnet SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 02/09 to: 04/09

Department/Supervisor you will Intern with: Art Hantsinger

Educational Facility Providing Academic Credit: The New School of Radio and Television

Primary Course of Study: Television production Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: Janelle Kruchek 438-7682

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
~~Clear Channel~~
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Melissa Johnson Date: 1/21/09

Full Name: Melissa Johnson SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: Jan 09 to: April 09

Department/Supervisor you will Intern with: Arthur Hunsinger

Educational Facility Providing Academic Credit: SUNY Albany

Primary Course of Study: Communications Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: (518) 442-3300

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
~~Clear Channel~~
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Tracy McQuade Date: 1/21/08

Full Name: Tracy McQuade SSN: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

Term of Internship: from: January 2009 to: April 2009

Department/Supervisor you will Intern with: News

Educational Facility Providing Academic Credit: SUNY Albany

Primary Course of Study: Communications Expected Year of Graduation: May 2009

Educational Facility Contact Name/Phone: William Husson / (518) 442-4872

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
~~Clear Channel~~
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"): Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: *Tori Hoffman* Date: 1/20/09

Full Name: Tori Hoffman SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: Jan 26 2009 to: April 2009

Department/Supervisor you will Intern with: Art Hunsicker

Educational Facility Providing Academic Credit: College of Saint Rose

Primary Course of Study: Public Comm. Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: Mary Anne Molgado
(518)-459-5265

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
Clear Channel
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed:  Date: 12/7/08

Full Name: Joseph Metzner SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: January to: May

Department/Supervisor you will Intern with: Fox Sports / Rich Becker

Educational Facility Providing Academic Credit: UAlbany

Primary Course of Study: Communication Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: William Hussen 442-4872

Company Instructions

- Attach to this Agreement:**
1. A photocopy of Intern/Trainee's valid driver's license; and
 2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
~~Clear Channel~~
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: *Jeffrey Baer* Date: 12/10/08

Full Name: Jeffrey Baer SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 1/21/09 to: 5/5/09

Department/Supervisor you will Intern with: Sports | Richard Becker

Educational Facility Providing Academic Credit: SUNY Albany

Primary Course of Study: Communications Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: William Husson 518-442-4872

Company Instructions

- Attach to this Agreement:
1. A photocopy of Intern/Trainee's valid driver's license; and
 2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Andrew Gawinski Date: 18 FEB 2009

Full Name: ANDREW GAWINSKI SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 20 FEB to: 90 hrs

Department/Supervisor you will Intern with: Rich Becker

Educational Facility Providing Academic Credit: New School of RADIO & Television

Primary Course of Study: Broadcast Journalist Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: Paula - 438 7682

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
~~Clear Channel~~
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: *Peter Schwan* Date: 1/30/09

Full Name: Peter Schwan SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: Feb. 20 to: April

Department/Supervisor you will Intern with: Rich Becker

Educational Facility Providing Academic Credit: New School Radio and Television

Primary Course of Study: Broadcast Expected Year of Graduation: '09

Educational Facility Contact Name/Phone: Paula Grotzinger
(518) 438-5603

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
Clear Channel
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: George Morris Date: 6-22-09

Full Name: George A. Morris SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: June 25, 2009 to: August 22, 2009

Department/Supervisor you will Intern with: Sports - Rich Becker

Educational Facility Providing Academic Credit: Marist College

Primary Course of Study: Sports Communication Expected Year of Graduation: 2011

Educational Facility Contact Name/Phone: Gerald McNulty (845) 575-3655

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

NEWPORT
Clear Channel
Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Amber Pusatere Date: 6/9/09

Full Name: Amber Pusatere SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: July 7 to: July 31

Department/Supervisor you will Intern with: Art Hunsinger

Educational Facility Providing Academic Credit: Roberts Wesleyan College

Primary Course of Study: Communication Expected Year of Graduation: 2011

Educational Facility Contact Name/Phone: Paul Stewart / (585) 594-6332

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Lindsay Nielsen Date: 7/10/09

Full Name: LINDSAY B. Nielsen SSN: _____

Address: _____

Home Phone: _____

Emergency Phone: _____

Term of Internship: from: 7/13/09 to: 8/26/09

Educational Facility Providing Academic Credit: University at Albany

Primary Course of Study: Journalism Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: Profesor Rainbolt #518-442-4087

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ FOX 23 NEWS (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Kiersten Lyn Heffner Date: 8/31/09

Full Name: Kiersten Lyn Heffner SSN:

Address:

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 8/31/09 to: 10/9/09

Educational Facility Providing Academic Credit: NSRT/HVCC

Primary Course of Study: Broadcast Journalism Expected Year of Graduation: 10/2009

Educational Facility Contact Name/Phone: The New School of Radio and Television (518) 438-7682 Paula Gretzinger

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a Fox 23 (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Matthew Vars Date: 9/3/09

Full Name: MATTHEW VARS SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: September 4, 2009 to: October 25, 2009

Educational Facility Providing Academic Credit: New School of Radio and T.V.

Primary Course of Study: T.V. Production Expected Year of Graduation: 2009

Educational Facility Contact Name/Phone: N.S.R.T 515-438-7682

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Stephanie D. Wilcox Date: 09/09/09

Full Name: Stephanie Wilcox SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 9/9/09 to: 10/14/09

Educational Facility Providing Academic Credit: Fulton Montgomery Community College

Primary Course of Study: Communications Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: Sharon Poling → 762-4651/7/-3502

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

C-2:

Internet Programs Designed to Promote Outreach Generally. (FCC Menu # 6). Job vacancies are posted to College of St. Rose HVCC/Placement Office, Skidmore College Career Services, Siena College - Career Center, Connecticut School of Broadcasting, SUNY Plattsburgh, Syracuse University, SUNY Albany and Union College. These sources provide extensive job-hunting advice and background information in addition to individual job listings.

See Exhibit B.

C-3

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities (FCC Menu #12). Listed each opening in the following job banks for media groups whose membership includes substantial participation of woman and minorities. NYS Broadcasters Association, National Association of Broadcasters, National Association of Hispanic Broadcasters, California Chicano News Media Association.

See Exhibit B.

C-4

Job Fair (FCC Menu # 3). On April 16, 2009, FOX23 attended the New York State Department of Labor -Martin Luther King Job Fair at the Convention Center in downtown Albany, NY. Resumes were collected from potential candidates and information on current job openings and internships was offered.



DELIVERY REQUEST FORM

Convention Center
 New York State Office of General Services
 The Governor Nelson A. Rockefeller Empire State Plaza
 Concourse Level
 Albany, NY 12242

Dean Bennison
 dean.bennison@ogs.state.ny.us
 Phone (518) 408-1009
 Fax (518) 408-1838

Completion of this form is required to ensure your delivery/pickup is scheduled with the Empire State Plaza Mail and Freight Security Unit. All deliveries and unloading of event materials must take place at P1 North Loading Dock A prior to parking. Vehicles attempting entry without prior authorization will NOT be allowed access. **48 hours notice is required.** Please return this form via email, fax or to the address shown above. Please direct all questions to Dean Bennison.

PLEASE TYPE OR PRINT ALL INFORMATION CLEARLY AND PRECISE
 THIS FORM MAY NOT BE ALTERED – THANK YOU FOR YOUR COOPERATION

Event Name: Dr. King Career Fair	Event Date(s): Thursday 4/16/09
Exhibitor Business Name: FOX 23	Phone No.
Delivery Company Name: None	Phone No.
Description of Freight: Box: job applications, pens, signage	
Date of Delivery: 4/16	Delivery Time: AM
Return Pickup Date: 4/16	Pickup Time: PM
Event Coordinator: Matt Grattan	Phone No: 518-462-7600 ext 157
<u>EXACTLY AS IT APPEARS ON DRIVER'S LICENSE</u>	
Driver's Name: Gary Laplante	
Driver's License ID Number:	Driver State of Origin: NY
Vehicle Plate Number:	State of Vehicle Registration: NY
Trailer Plate Number (if applicable): NA	State of Trailer Registration: NA



New York State Department of Labor
David A. Paterson, *Governor*
M. Patricia Smith, *Commissioner*

May 14, 2009

Dear Career Fair Exhibitor:

Thank you for your participation in the 2009 Dr. King Career Fair.

During this difficult economic time, your presence was felt and appreciated as we worked in collaboration to assist the job and career seeking public.

Together, 59 Businesses, 24 Federal, State and City Agencies, and 20 Education and Training Providers were present with a total of 1634 jobs posted and over 75 different training programs.

There were a total of 1450 job and career seeking participants who attended this event.

The following is a link to a resume database that houses resumes from the job seeking participants of this year's Career Fair. Please consider these applicants for your hiring needs. To utilize this database, access the website below and enter the indicated user name and password. Follow the detailed usage instructions that are included in attachment to this email.

<http://e-bizdocs.net/alchemyweb/>

Username: mlk01

Password (case sensitive): mlk4608

Your contributions were greatly appreciated and helped make the 2009 Dr. King Career Fair a success.

Sincerely,

Deanna Darwak
Workforce Program Specialist

C-5

Station Tours Aimed at Career Development (FCC Menu #16). Students from the New School of Radio & by Educational Institution Television are given a tour of the station near the end of each semester ..

See Note to Exhibit C.

C-6

Career Information Outreach (FCC Menu #10/16).

WXXA-TV participates in job shadow Work by Educational Institutions. On May 14, 2009, the production Broadcasting (Job Shadow) department hosted one student from Farnsworth Middle School in Guilderland, NY mentored by Producer/Director Gene Lemme. On June 17, 2009, the production department hosted one student from Plattsburgh State University mentored by Producer/Director Joe Walsh.

DEPARTMENT OF COMMUNICATION STUDIES
103 YOKUM HALL

101 Broad Street
Plattsburgh, NY 12901-2681
Tel: 518-564-2111
Fax: 518-564-2105
www.plattsburgh.edu

Mr. Joseph Walsh
Senior Producer / Director
WXXA-TV/DT FOX23
28 Corporate Circle
Albany, NY 12203

Joe:

May 26, 2009

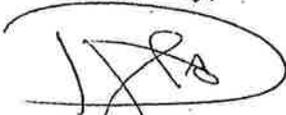
Kayleigh Gratton is a television production student at Plattsburgh State University. Currently, she is unsure of exactly what area of television production she is interested in as a career. It has been suggested to her she "job shadow" at a television station as a means of furthering her understanding of the various career options.

I know Kayleigh has been in contact with you about this opportunity. My understanding is she will be shadowing you for five days in early June.

I want to thank you for taking time out of your schedule to accommodate one of my advisees, as well as, tell you how appreciative I am for your willingness to work with your alma mater.

Hope all is well.

Sincerely,



Peter Ensel
Chairman, Dept. of Communication Studies



Job Shadowing Form
5/14/2009

Contact: Gene Lemme /Sr. Producer-Director	Individual shadowing the job: Tom Ochs
Company: WXXA FOX-23TV ALBANY, NY	School: Farnsworth Middle School, Guilderland NY

-Objective:

Job shadowing immerses each student in the world of work, where they can get first-hand information about job skills and careers. Job shadowing provides exciting reasons why students should stay in school. It creates a critical link between education, work and success.

-Agenda:

- 8:30-9:30 Meet and Greet /Station Overview
- 9:30-12:00 Commercial Post Production Edit/Taft Furniture duplication for other stations etc.
- Lunch
- 1:30-2:30 FOX23.COM / Interactive media
- 2:30-3:00 News Promotion Edit
- 3:00-3:30 Master Control /Engineering/Field Production
- 3:30-4:00 Q & A
- Break
- 4:15-5:00 News

C-7

Career Information Outreach (FCC Menu #10/16).

On November 24, 2009, FOX23 Sports Director Rich Becker was the keynote speaker for the Chatham Middle School Career Day.

From: BECKER, RICHARD W.
Sent: Friday, January 08, 2010 1:25 PM
To: Pelliccia, Paul
Subject: RE: 4th Quarter 2009 Public File

October 2nd - EMCEE'd a pep rally for the fall sports season at Mohonasen
Nov. 24 - Keynote speaker and presenter at Chatham Middle School career day
Dec. 4th - EMCEE'd midnight madess program at Christ the King school
Dec. 4th - Co-hosted VIP recognition portion of Dancing in the Woods
Dec. 6th - Keynote speaking Girls HS Soccer banquet

Rich Becker
Sports Director
FOX23
28 Corporate Circle
Albany, NY 12203
w)518-862-2323
c)518-461-0034
e)richbecker@fox23news.com

"No One Brings You Closer To The Game Than FOX23 Sports"

C-8

Career Information Outreach (FCC Menu #10/16). FOX23
Interactive Media Director Matt Twardy teaches a course in TV at
Adirondack Community College.

See Note to Exhibit C.

C-9

EEO Announcements. (EEO Menu # 16). WXXA ran a schedule of on-air announcements as an equal opportunity employer.



WXXA FOX 23 TV Spot Placement by Line, Date, Time From: Earliest date ordered To: Latest a

Contract: 15947 **Estimate #:** **Starting on:** 3/1/2009
Advertiser: WXXA HOUSE **Description:** EEO ANNOUNCEMENT **Ending on:** 5/16/2009
Agency: WXXA FOX23 **Proposal #:** **Selected Lines:** ALL
Sales Person: MORAN, KEITH

Spot ID	Date	Day	Schedule	Time	Exc. Reas. / ISCI	Length	House #	Brand	Spot Type
Line: 1	WXXA	Su			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1225664	03/01/09	Su	Regular	02:32:44 p	EEO ANNOUNCEMENT	:30	CA7094	EEO	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 2	WXXA	M			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1225665	03/16/09	M	Regular	05:39:36 a	EEO ANNOUNCEMENT	:30	CA7094	EEO	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 3	WXXA	W			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1225666	04/01/09	W	Regular	05:48:29 a	EEO ANNOUNCEMENT	:30	CA7094	EEO	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 4	WXXA	Th			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1225667	04/16/09	Th	Regular	05:47:41 a	EEO ANNOUNCEMENT	:30	CA7094	EEO	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 5	WXXA	F			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1225668	05/01/09	F	Regular	05:48:16 a	EEO ANNOUNCEMENT	:30	CA7094	EEO	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 6	WXXA	Sa			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1225669	05/16/09	Sa	Regular	05:27:29 a	EEO ANNOUNCEMENT	:30	CA7094	EEO	FCC
					Number of Spots: 1			Billable: \$0.00	
					Total Number of Spots: 6			Total Billable: \$0.00	



WXXA FOX 23 TV Spot Placement by Line, Date, Time From: Earliest date ordered To: Latest a

Contract: 19722 **Estimate #:** **Starting on:** 3/1/2010
Advertiser: WXXA PUBLIC FILE **Description:** EEO ANNOUNCEMENT **Ending on:** 5/16/2010
Agency: WXXA FOX23 **Proposal #:** **Selected Lines:** ALL
Sales Person: LOCAL HOUSE

Spot ID	Date	Day	Schedule	Time	Exc. Reas. / ISCI	Length	House #	Brand	Spot Type
Line: 1	WXXA	M			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1429340	03/01/10	M	Regular	05:48:11 a	EEO ANNOUNCEMENT	:30	CA7094	EEO ANNOUNCEMENT	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 2	WXXA	T			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1429341	03/16/10	T	Regular	12:26:43 a	EEO ANNOUNCEMENT	:30	CA7094	EEO ANNOUNCEMENT	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 3	WXXA	Th			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1429342	04/01/10	Th	Regular	06:53:04 a	EEO ANNOUNCEMENT	:30	CA7094	EEO ANNOUNCEMENT	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 4	WXXA	F			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1429343	04/16/10	F	Regular	08:29:05 a	EEO ANNOUNCEMENT	:30	CA7094	EEO ANNOUNCEMENT	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 5	WXXA	Sa			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1429344	05/01/10	Sa	Regular	12:27:26 a	EEO ANNOUNCEMENT	:30	CA7094	EEO ANNOUNCEMENT	FCC
					Number of Spots: 1			Billable: \$0.00	
Line: 6	WXXA	Su			ID 05:00:00 a - 01:00:00 a	\$0.00		Time Buy	
1429345	05/16/10	Su	Regular	05:58:39 a	EEO ANNOUNCEMENT	:30	CA7094	EEO ANNOUNCEMENT	FCC
					Number of Spots: 1			Billable: \$0.00	
					Total Number of Spots: 6			Total Billable: \$0.00	

(7094)

**WXXA-TV EMPLOYMENT UNIT
2010 FCC Audit Response**

**2.
Supplemental Outreach Initiatives
(02/01/10 - 01/31/11)**

C-10:

Internship program (FCC Menu #5). FOX23 strives to educate students about jobs in broadcasting thru hands on Internship programs. Students work in various departments using professional equipment and learning all about News operations and how a TV station, in general, operates. Students earn college credit and are evaluated on their participation and work ethic. During 2010, FOX23 had 12 Interns working at the station. In News there were 7. In Sports there were 5.

2010 Intern Tracking Sheet

FOX23 WXXA-TV

<u>Name</u>	<u>Start Date:</u>	<u>End Date:</u>	<u>Name of College or School</u>	<u>Paperwork Received?</u>	<u>Department Working In</u>
Alex Wasilchuk	Jan	May	University at Albany	Yes	Sports
Todd Schlegel	Jan	May	University at Albany	Yes	Sports
Ariel Miller	Jan	May	The New School of Radio and TV	Yes	Sports
Tiffany Vusta	Jan	May	University at Albany	Yes	News
Ashley Lewis	Feb	Apr	Hudson Valley Community College	Yes	News
Lisa Rutty	Mar	Apr	The New School of Radio and TV	Yes	News
Hannah Rae White	Mar	Apr	The New School of Radio and TV	Yes	News
Amber Powell	Mar	May	The New School of Radio and TV	Yes	News
Angelica Segnelli	July	August	Syracuse University	Yes	Sports
Timothy Plimpton	Sept	Dec	University at Albany	Yes	Sports
Collin Kellogg	Sept	Oct	The New School of Radio and TV	Yes	News
Heather A Martin	August	Dec	College of Saint Rose	Yes	News

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Alex Wasilchuk Date: 10/15/09

Full Name: Alex James Wasilchuk SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: January 2010 to: May 2010

Department/Supervisor you will Intern with: Sports/Rich Becker

Educational Facility Providing Academic Credit: SUNY Albany

Primary Course of Study: Communications Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: William Hussen / (518)-442-4872

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed:  Date: 12-15-09

Full Name: Todd Schlegel SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: January 20, 2010 to: May 2010

Department/Supervisor you will Intern with: Sports / Rich Becker

Educational Facility Providing Academic Credit: University at Albany

Primary Course of Study: Communication Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: Bill Husson 442-4872

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed:  Date: 01/27/10

Full Name: Ariel Miller SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: _____ to: _____

Department/Supervisor you will Intern with: Sports Rich Becker

Educational Facility Providing Academic Credit: NSRT

Primary Course of Study: Broadcast Journalism Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: Paula Gretzinger
(518) 438-7682

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a WXXA-TV Fox 23 (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Tiffany Vista Date: 1/27/10

Full Name: Tiffany Vista SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: 1/10 to: 5/10

Educational Facility Providing Academic Credit: SUNY Albany

Primary Course of Study: communications Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: SUNY Albany 518-442-5640

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ WXA-FOX 35 NEWS (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Ashley Lewis Date: 2-5-10

Full Name: Ashley Lewis SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: same

Term of Internship: from: Feb. 5, 2010 to: April 30, 2010

Educational Facility Providing Academic Credit: Hudson Valley Community College

Primary Course of Study: Individual Studies Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: Art Hunsinger (518)-461-9088

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a WXIA Fox 23 (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Lisa Rutty Date: 3-2-10

Full Name: Lisa Rutty SSN: _____

Address: _____

Home Phone (_____) Emergency Phone: _____

Term of Internship: from: March to: April

Educational Facility Providing Academic Credit: The New School of Radio and Television

Primary Course of Study: Broadcast Com Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: Paula Gretzinger 438-7682

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ WXXA - Fox 23 (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Hannah Bae White Date: 3/2/10

Full Name: Hannah Bae White SSN: _____

Address: _____

Home Phone(_____ Emergency Phone: _____

Term of Internship: from: March to: April (or ending time)

Educational Facility Providing Academic Credit: New School of Radio and Television

Primary Course of Study: Broadcast Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: 438-7682 - Paula Gretzinger

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ WXXA-FOX 23 (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Amber Powell Date: 3/2/10

Full Name: Amber Powell SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: March to: April or May

Educational Facility Providing Academic Credit: New School of radio and television

Primary Course of Study: TV Production Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: 438-7682 Paula Gretzinger

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Angelica Sagnelli Date: 1/15/10

Full Name: Angelica Rose Sagnelli SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: July to: August

Department/Supervisor you will Intern with: Sports / Rich Becker

Educational Facility Providing Academic Credit: Syracuse University

Primary Course of Study: Sport Management Expected Year of Graduation: 2011

Educational Facility Contact Name/Phone: Gina Pauline - 315-443-9876

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

Clear Channel Internship Program



Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Clear Channel (the "Company") d/b/a/ **FOX23 WXXA-TV** (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Clear Channel, and is not entitled to employment with Clear Channel at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Clear Channel as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed:  Date: 9/3/2010

Full Name: Timothy Ward Plimpton SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: _____ to: _____

Department/Supervisor you will Intern with: _____

Educational Facility Providing Academic Credit: _____

Primary Course of Study: Journalism Expected Year of Graduation: 2011

Educational Facility Contact Name/Phone: _____

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ _____ (the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Collin Kellogg Date: 9/16/10

Full Name: Collin Kellogg SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: September to: October

Educational Facility Providing Academic Credit: The New School of Radio and Television

Primary Course of Study: television production Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: Chris Fanellette 438-7682

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.



Newport Internship Program

Intern Registration Form

The undersigned ("Intern/Trainee") agrees to participate in an internship program at Newport (the "Company") d/b/a/ Fox 23 Albany the "Facility"). Intern/Trainee has volunteered for the term below and expressly understands that Intern/Trainee will not receive compensation, is not an employee of the Newport, and is not entitled to employment with Newport at the completion of the internship/training. Intern/Trainee acknowledges that volunteering at Newport as an intern/trainee is primarily for the benefit of Intern/Trainee to obtain educational experience and gain practical work experience. Intern/Trainee is participating in the internship program with the express understanding that Intern/Trainee will receive academic credit from a bona fide education facility, which may include, but is not limited to, a university, community college, or trade school.

Intern/Trainee acknowledges that Intern/Trainee is at least 16 years of age. Intern/Trainee understands that this agreement makes no representations, either express or implied, of any type of employment relationship between Intern/Trainee and the Company. Intern/Trainee understands that Intern/Trainee is not eligible to win prizes or participate in Company contests. Intern/Trainee understands that Intern/Trainee may not operate any Company vehicles.

Furthermore, Intern/Trainee agrees to release, indemnify, and hold harmless the Company and its owners, partners, employees, families, and representatives from any claim arising out of any injury as a result of the internship.

Signed: Heather A Martin Date: 8/31/10

Full Name: Heather A Martin SSN: _____

Address: _____

Home Phone: _____ Emergency Phone: _____

Term of Internship: from: Aug 30, 2010 to: Dec 17, 2010

Educational Facility Providing Academic Credit: College of Saint Rose

Primary Course of Study: Public Communication Expected Year of Graduation: 2010

Educational Facility Contact Name/Phone: Mary Alice Molgard
or Gary McElidith 518-454-5265

Company Instructions

Attach to this Agreement:

1. A photocopy of Intern/Trainee's valid driver's license; and
2. Letter of Internship from educational facility.

Once completed, retain one copy for your department, give one copy to Human Resources Representative, and give one copy to Intern/Trainee for Intern/Trainee's records.

C-11

Internet Programs Designed to Promote Outreach Generally. (FCC Menu # 6). Job vacancies are posted to College of St. Rose HVCC Placement Office, Skidmore College Career Services, Siena College Career Center, Connecticut School of Broadcasting, SUNY Plattsburgh, Syracuse University, SUNY Albany and Union College. These sources provide extensive job-hunting advice and background information in addition to individual job listings

See Exhibit B.

C-12

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities (FCC Menu #12). Listed each opening in the following job banks for media groups whose membership includes substantial participation of woman and minorities. NYS Broadcasters Association, National Association of Broadcasters, National Association of Hispanic Broadcasters, California Chicano News Media Association

See Exhibit B

C-13

Job Fair (FCC Menu # 3). (1) On March 12, 2010, FOX23 attended the Communications Honors Society 2010 Job/Intern Fair at the University at Albany. Resumes were collected from potential candidates and information on current job openings and internships was offered. (2) On April 15, 2010, FOX23 attended the New York State Department of Labor Martin Luther King Job Fair at the Convention Center in downtown Albany, NY, Resumes were collected from potential candidates and information on current job openings and internships was offered. (3) On Sept 23, 2010, FOX23 participated in Career Connections in the Syracuse area. A workshop for job seekers sponsored by our sister station News Channel 9 in Syracuse.

Hello Mr. Twardy!

I just wanted to let you know that, upon your arrival tomorrow morning, there will be a man named Andy with a neon green sign indicating that

he is a rep of the job fair. He will point you in the direction of the campus center! Upon arrival at the campus center, you will go upstairs to the 2nd floor where the ballroom is located. The stairs are right in front of you when you walk in. All companies have

assigned tables and will be directed to them after they check in!
Thank you so much for attending and please let me know if you have any further questions!

Sincerely,
Tali Gellert

Hello, this is Tali Gellert, the scholarship committee chairperson of Lambda Pi Eta, the communication honors society sponsoring the Job & Internship Fair at SUNY Albany on Friday, March 12 from 10am to 1pm, in the Campus Center Ballroom. I wanted to email all the organizations that have agreed to attend and let you all know about parking information and directions to the University.

The honors society will incur the costs of parking and will be mailing one parking token (one per vehicle) to each company, as well as a campus map with directions to the school. The lot that you will be parking in will be Visitor Lot One, by Collins Circle, on the Uptown Campus. There will be a representative of LPH at the lot to point you in the direction of the Campus Center Ballroom. I will need the address of your business establishment and the name of the person I should be addressing the envelope to. If I could receive this information by no later than this Tuesday, that would be wonderful!

Any requests that were made for outlets will be taken care of prior to the job fair. We will have coffee, beverages, sliced fruit, and bagels available for all representatives! Please arrive at approximately 9:30am to leave time for checking in and setting up your table. If there are any further questions, please do not hesitate to contact me! Please be sure to email me your address and contact person, as well as the name of the individual(s) that will be representing your organization. Once again, on behalf of Lambda Pi Eta, the Communication Department, and the students of SUNY Albany, I thank you for participating in this event! I look forward to hearing back from you!

University at Albany

Department of Communication

LPH—Communication Honors Society 2010 Job/Internship Fair

Hello! On behalf of Lambda Pi Eta and the Communication Department and the students of SUNY Albany, I thank you for agreeing to attend this event! We are very excited and we hope you are too! Enclosed is a parking token and a campus map. All organizations should park in visitor lot one, next to Collins circle (on the map, it is a brown box marked with a 'V', next to Collins Circle). Please arrive at approximately 9:30AM. We will have coffee, bagels and fruit for everyone to have before the start of the event. Please, if you can, email me at tali.gellert@gmail.com to let me know that you received this letter with the parking tokens enclosed. If there are any questions or concerns, please do not hesitate to contact me VIA email or on my cell phone at _____ If you have not already, let me know how many people you will be bringing so that I may set up the requisite amount of chairs at your table.

Once again, thank you very much and I look forward to meeting you all!

Sincerely,

Tali Gellert



New York State Department of Labor

David A. Paterson, *Governor*

Colleen C. Gardner, *Commissioner*

April 5, 2010

Dear Career Fair Exhibitor:

This letter is to confirm your participation in the 2010 Dr. King Career Fair. This year's event will be held on Thursday, April 15, 2010 from 1:00 p.m.–5:00 p.m., at the Empire State Plaza Convention Center in Albany, New York.

All confirmed exhibitors must set up between 9:30 a.m.–11:30 a.m. Due to increased security procedures instituted by the State Police, all display equipment and supplies must be unloaded at the P1 North area. The State Police will perform random searches of incoming vehicles so everyone in the vehicle must have proper identification, such as a NYS Driver License.

Staff from the Office of General Services and the Department of Labor will be available to assist you with the unloading process. After unloading, you will be directed to park your vehicle in the Visitor Lot (V-Lot), for the duration of the Career Fair. Please note: parking passes are enclosed. Your parking space(s) have been reserved for you free of charge and will be available even if the lot sign reads "full."

P3 NORTH

For your convenience, attached is the delivery authorization request form. You must complete the attached form and return it via e-mail, fax or mail to:

Dean Bennison

New York State Office of General Services

Empire State Plaza Convention Center

Governor Nelson A. Rockefeller Empire State Plaza, Concourse Level

Albany, New York 12242

dean.bennison@ogs.state.ny.us

(P) 518-408-1009

(F) 518-408-1838

This form must be submitted no later than Monday, April 12, 2010. Vehicles attempting entry to the Empire State Plaza docks without prior authorization will **NOT** be allowed access. Feel free to contact Mr. Bennison should you have additional comments or questions regarding the security clearance process.

Unfortunately due to budget constraints, we are unable to provide boxes lunches for participating businesses at this year's event. There are several food vendors on the Concourse for your convenience.

We look forward to your participation in this year's event. Please contact Laurie Thomson at 518-457-1685 if you have any questions.

Sincerely,

Stephen Ryan
Manager, Business Services

Attachments

Pelliccia, Paul

From: LAPLANTE, GARY
Sent: Thursday, April 15, 2010 5:10 PM
To: Pelliccia, Paul
Cc: Sally, Bill
Subject: FW: Job Fair Stats

Some more info on today's job fair...

From: Duffy, Michelle (LABOR) [mailto:Michelle.Duffy@labor.ny.gov]
Sent: Thursday, April 15, 2010 4:51 PM
To: Duffy, Michelle (LABOR)
Subject: Job Fair Stats

Today we saw more than 1,400 job seekers representing 17 area counties. We scanned resumes and issued 200 Elevate America vouchers (that's the free computer training offered by Microsoft and distributed by the Labor Department). Many of the participants attended workshops...mostly the Career Fair prep one.

Michelle Duffy
Press Officer
NYS Department of Labor
State Campus, Building 12
Communications - Room 586
Albany, NY 12240
Office: 518-457-1170
Cell: 518-527-7986
michelle.duffy@labor.state.ny.us
<http://www.facebook.com/nyslabor>
<http://twitter.com/nyslabor>



Thursday, September 23, 2010
8:30 AM – 5 PM
Pirro Convention Center at the Oncenter

JOB SEEKERS..... *Career Connections* will provide you with tools to:

*** Assess your current skills * Develop your career plan * Sell yourself to the right employer!**

Find out how to.....

- ✓ Dive Into Action! Find Your Niche In Times Of Uncertainty
- ✓ Identify your transferable skills
- ✓ Prepare for retraining
- ✓ Use Job Search Strategies for the Over 40 Worker
- ✓ Network in a Wired World
- ✓ Develop Effective Resumes and Online Applications
- ✓ Meet Your Financial Obligations With Fewer Resources
- ✓ Learn from a Resume Review by Human Resource managers

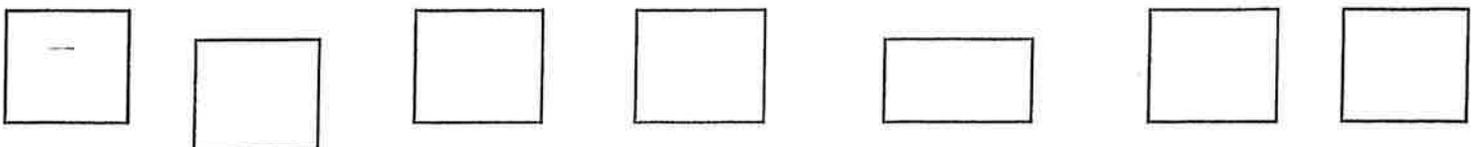
Workshop Presentation Tracks

- **GROWTH FIELDS:** Overall Job Trends; Health; Engineering; Construction; Information Technology; Green Jobs/eCUSE; Green Technology
- **MATURE WORKERS:** 10 Essential Things to Know, and 5 Tools to Use, If You're 40 Or Above, and Looking For a Job; Work Search Assessment System
- **PERSONAL EMPOWERMENT AND HEALTH:** Dive into Action; Personal Performance Breakthrough; Refocusing on YOUR Health
- **HANDLING JOB LOSS:** Grief & Mourning; Coping with Job Loss
- **GETTING A JOB:** Evaluating Your Transferable Skills; Resume Writing; Interviewing to Get the Job

*** Free Parking at the Oncenter Garage ***

This important daylong event is a partnership of NewsChannel 9 WSYR and CNY Works

Sponsors with Logos



C-14

Station Tours Aimed at Career Development (FCC Menu #16). On December 6, 2010, News Director Gary LaPlante conducted "Informational Interviews" for students from the New School of Radio & Television to give them an idea of what to expect when job hunting. Students from the New School of Radio by Educational Institution & Television are given a tour of the station near the end of each semester.

See Note to Exhibit C.



28 Corporate Circle Albany, NY 12203
phone 518.862.2323 fax 518.862.0865

Note to Exhibit C

As contemporaneously acknowledged to Paul Pelliccia, in my capacity as Operations Manager, I provided station tours to groups of students and others who were interested in learning more about broadcast opportunities between February 1, 2009 - January 31, 2010 and February 1, 2010 - January 31, 2011.

A handwritten signature in black ink, appearing to read "Art Hunsinger", is written over a horizontal line. The signature is fluid and cursive.

Art Hunsinger
May 4, 2011



C-15

Employee Training (FCC Menu #14). “Respect in the Workplace -What Every Employee Needs To Know,” a webinar educating staff on proper behavior at work. Employees had two opportunities to attend, Tuesday, September 21 2010 & Wednesday, September 29, 2010

From: Phil Jones [mailto:pjones@newporttv.com]
Sent: Monday, September 13, 2010 6:22 PM
To: GM; Business Managers; hr
Cc: Grossi, John; Henrich, Charlie; Dipasquale, Michael; Martin, Jim; Millar, Craig; Brown, Gary; Reiner, Ken; Dipasquale, Mr. Sandy; Doughty, Lauren; Stanecki, Maggie; Hupfeld, Matt; Shiver, Phillip
Subject: RE: Respect In the Workplace Training--CORRECTED TIMES

As you know, Respect in the Workplace training is a very important part of setting the right expectations for our employees and how they relate towards one another. It is also a critical element to our overall risk management strategies. Today's headlines often contain the embarrassing announcement of yet another person in the public eye who has been charged with sexual harassment (i.e., Steve McPherson, ABC exec, Mark Hurd, HP exec, and most recently, Brittany Spears!! This is important **mandatory** training for every employee to learn about workplace harassment, appropriate behavior and several important related Newport policies.

We will be conducting, "**Respect in the Workplace -What Every Employee Needs To Know**", WebEx webinars on the following dates and times:

Tuesday, September 21st, at 1:00pm CDT
Thursday, September 23rd, at 10:00am CDT
Monday, September 27th, at 2:00pm CDT
Wednesday, September 29th, at 10:00am, CDT
Thursday, September 30th, at 3:00pm, CDT

The presentations will be conducted through WebEx and will be recorded so anybody that misses the session can view the presentation at a later date. Instructions for the recorded sessions will be sent out separately by Lauren after the session on the 21st. I will expect HR contacts to track participation and make sure everyone participates in either a live or recorded training session. Each session will last about 50-60 minutes.

California locations.....even though you are participating in on-line courses that satisfy the state of California training requirements, you may attend one of these sessions so you can hear the discussion regarding our related policies.

I am including the management teams from Cincinnati, Memphis, Mobile and Jacksonville in this email even though I have/will be visiting your location to present this training. If someone was absent while I was at your facility, they will be able to view an archived webinar or if you prefer, you can enroll them in one of these presentations. Supervisors who attended the supervisor's version of this training do not need to attend the employee version.

Please hold your meetings in your conference room to allow for multiple attendees at each meeting. For

scheduling purposes, you can have your entire team participate in one webinar or divide them among multiple sessions. Our WebEx log-in capacity is limited to 25, so at this point we won't be able to accommodate any individual log-ins. In order for all to hear the presentation, use auxiliary speakers if you have them. In addition, you should hold the meeting where you have internet access. At one point in the presentation you will be asked to play a video that you will access via the internet.

Please respond to Lauren Doughty and advise her which training session(s) you would like to participate in by Monday, September 20th. She will then send you the appropriate links and log-in information.

Please let me know if you have any questions.

Thanks,

Phil

C-16

Career Information Outreach (FCC Menu #10/16). FOX23
Interactive Media Director Matt Twardy teaches a course in TV at
Adirondack Community College.

See Note to Exhibit C.